MULTICULTURALISM IS FOR ALL MANITOBANS: TOWARDS A HORIZONTAL MOSAIC

A Report of the Manitoba Task Force on Multiculturalism Submitted to the Minister of Culture Heritage and Recreation, the Honourable Bonnie Mitchelson

Manitoba
Culture, Heritage
and Recreation

August, 1988

FOREWORD

On May 21, 1987 the Government of Manitoba appointed the Task Force on Multiculturalism in Manitoba.

The Task Force was established to assist the government in developing a comprehensive multicultural policy to guide Manitoba into the 1990s. Recognizing the multicultural nature of our society, this policy would be designed to address equality of access to programs, services, employment and economic opportunities. It would also serve as a means of ensuring coordination between government programs directed to the multicultural/ethnocultural community.

Manitoba Government initiatives in the areas of human rights, affirmative action, child care, employment creation and intensified efforts to eradicate discrimination and racism were already in place when the Task Force was announced. In addition, assistance in establishing Heritage Language Programs and Cross Cultural Educational Programs as well as the creation of the Manitoba Intercultural Council in 1983 as the government's advisory body on multiculturalism, provided further indications of a commitment to respond to the needs of Manitoba's changing population.

In order to fill in the gaps and coordinate Manitoba's response to the complex issues facing Manitobans as a multicultural society, the Task Force was charged with the responsibility of reviewing the strengths and weaknesses of initiatives already in place, receiving input from the public and synthesizing this information into a body of policy recommendations to the Manitoba government.

The Task Force on Multiculturalism in Manitoba is indebted to the citizens of Manitoba for making this review possible and for so graciously taking the time to share their concerns, comments and suggestions with us.

Manitoba

Culture, Heritage and Recreation

Multiculturalism

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August, 1988

The Honourable Bonnie Mitchelson
Minister of Culture, Heritage and Recreation
Room 118, Legislative Building
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Madame:

We, the members of the Task Force on Multiculturalism in Manitoba, have the honour of herewith submitting our final report.

We urge the Government of Manitoba to consider implementing the recommendations contained herein.

Respectfully submitted,

Neil McDonald, Ph.D
Chair
Task Force on Multiculturalism in Manitoba

TASK FORCE MEMBERS

CHAIR

Dr. Neil McDonald received his early education in Newfoundland and has completed post-secondary studies in Nova Scotia, Alberta, Ontario and Dublin, Ireland. Presently a professor in the Faculty of Education at the University of Manitoba, he teaches courses in Canadian history and cross-cultural education. Dr. McDonald has published widely and has been actively involved in community activities. He has also lectured nationally on such topics as affirmative action/employment equity, multiculturalism, immigration/refugee policy, and aboriginal rights. His scholarly familiarity with the history leading up to the development of multiculturalism as a policy, as well as his present involvement in current issues in multiculturalism, have been great assets in providing a contextual framework for discussion. Many thanks to Dr. McDonald for sharing his experience with the Task Force and all those connected with this project.

MEMBERS

Dr. Meir Serfaty is currently Vice President (Academic and Research) and Associate Professor of Political Science at Brandon University. He has been involved in numerous community activities in Brandon, including a 1981-83 term as President of the Westman Multicultural Council. Born in Spain, he emigrated to Canada from the United Kingdom in 1967. He holds a Master of Arts and a doctorate in Political Science from the University of Calgary and Carleton University, respectively. We appreciate the fact that Dr. Serfaty was able to juggle his busy schedule in order to serve as a member of the Executive of the Task Force and to write all the drafts of the report as well as the final report itself.

Ms. Pamela Rebello Chair of the Manitoba Intercultural Council, is President/Director of the India School of Dance, Music and Theatre, Incorporated in addition to having served as Past President of the Multicultural Education Resource Centre. She is currently working on a Master's Program in, Cross Cultural Education and chairs the Access Committee of the Manitoba Arts Council. We thank Ms. Rebello for providing the insight necessary for the discussion and writings dealing with Multiculturalism and the Arts.

Dr. Yantay Tsai immediate past Chair of the Manitoba Intercultural Council, is an Associate Professor of Paediatrics at the University of Manitoba and is a practising paediatrician at the Manitoba Clinic. He is currently Editor of the Manitoba Chinese Post and President of the Chinese Canadian National Council (Winnipeg Chapter). He is a board member of the Chinese Cultural Centre of Winnipeg and past President of the Manitoba Academy of Chinese Studies. Dr. Tsai's helpful suggestions and participation in the Task Force deliberations are greatly appreciated.

Ms. Alexis Kochan-Budyk has a Master's degree in Psychology from the University of Manitoba, worked with mentally disabled children at the St. Amant Centre and has been a counsellor and lecturer at the Misercordia General Hosptial School of Nursing. While working she continued her vocal studies and performances with the acclaimed Olexander Koshetz Choir of Winnipeg. With classical guitarist, Harold Micay, she took part in the Manitoba Arts Council's Artists in the Schools Program in 1983/84. She currently works as a music specialist for the Winnipeg Public School System. We thank Ms. Kochan-Budyk for her suggestions, ideas and her ethusiastic participation throughout.

Three other people, namely, Dr. Claudia Wright, Antoine Lussier and Joy Santos were also appointed to the Task Force in May, 1987. However, they were not able to complete their commitments with the Task Force.

TASK FORCE STAFF

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ACKNOWLEDGEMENTS

Several individuals and organizations were instrumental in making the preparation of this report possible. The very generous and gracious support and cooperation received from all those involved with the Task Force, are acknowledged and appreciated.

By appointing a Task Force to recommend a comprehensive policy on Multiculturalism, the Government of Manitoba has drawn attention to the realities of being part of a multicultural society. We thank the Government of Manitoba for taking up this challenge and for resources made available to the Task Force for it to carry out its responsibilities.

Many thanks to all those organizations and individuals who took the time to provide the Task Force with information by participating at public hearings and/or submitting written briefs. Your invaluable participation has assisted Task Force members in the formulation of the policy recommendations contained in this report.

We also wish to thank the Clerk of the Executive Council for assistance provided to the Task Force in arranging meetings with Senior Staff in Provincial Government Departments. We thank all those Departmental, Agency, Board and Commission staff for meeting with the Task Force and providing most helpful information and insight from a policy implementation point of view.

Regional Services staff of the Department of Culture, Heritage and Recreation, were helpful in disseminating information about the work of the Task Force and its public hearings in the various regions of the province. Their enthusiasm in providing this assistance was a source of encouragement to all of us.

Staff in a number of Branches of Culture, Heritage and Recreation, namely Communications, Queen's Printer, Printing Services, Administration, Translation and Interpretation are remembered for the roles they played at various stages in facilitating the business of the Task Force.

We give special thanks to Robert Hole, Field Worker and Researcher to the Task Force, Josefina Canlas, Administrative Secretary and Wordprocessor, and Yvonne Appiah for their patience in getting the job done, and most particularly to Olivia Flynn, without whose talents, wisdom, patience and support, the Task Force would have surely faltered.

Finally, many thanks to former co-chair, Dr. Claudia Wright and Task Force members, Ms. Pamela Rebello, Ms. Alexis Kochan-Budyk and Dr. Yantay Tsai. Special thanks to Task Force member, Dr. Meir Serfaty who was the principal writer of the report.

Neil McDonald, Ph.D.
Chair

Task Force on Multiculturalism in Manitoba

August, 1988

TERMS OF REFERENCE

1. To examine current legislation, policies, programs and practices of the Government of Manitoba, its corporations and agencies, which relate directly and/or indirectly to multiculturalism and to the ethnocultural communities.

2. To prepare a position paper on the goals, principles, component parts, objectives for action, and implementation strategies for a comprehensive multicultural policy.

3. To provide the public with an opportunity to respond to the position paper, to comment on current multicultural programs of the government and to make proposals for a new policy.

4. To prepare a final report proposing a comprehensive policy of multiculturalism and to submit the report to the Minister of Culture, Heritage and Recreation.

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PROCESS

To Achieve the objectives stated in the terms of reference, the Task Force has, in a period of twelve months (there was a hiatus between March and June 1988) conducted extensive research and meetings both internally and with several groups and individuals as well as senior staff in Manitoba Government Departments, Agencies and Boards. Included in our plan of action were the following:

- an examination of the main Estimates of Expenditure for the Government of Manitoba as well as Annual Reports and the related departmental material for twenty-seven government departments, agencies and boards;

- meetings of the Task Force with the twenty seven departments, as well as many agencies and boards of government.

- the preparation of a discussion paper to which members of the public were invited to respond, either by way of oral submission at public hearings throughout the province, or by forwarding written briefs to the Task Force;

- a total of 58 submissions were received by the Task Force from a cross section of the general public (see Appendix D for the list of submissions);

- a series of 10 public hearings were conducted in the following centres:

Thompson	Ste. Anne
Gimli	Steinbach
Brandon	Winnipeg (4)
Dauphin	

- extensive background research on multiculturalism in the Canadian federal system as well as some of the provinces.

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

The Manitoba Task Force on Multiculturalism was appointed in May 1987 by the Minister of Culture, Heritage and Recreation for the purpose of developing a comprehensive policy of multiculturalism. The Task Force carried out its mandate by examining current legislation, policies and programs of Government, preparing a Green Paper, holding public hearings and meeting with senior government officials as well as by conducting extensive research on the development of multiculturalism in Manitoba and elsewhere in Canada.

Multiculturalism is a way of life in Canada and Manitoba today; it ensures the recognition of the cultural and racial diversity of this country and province, the equality of all regardless of origin; it embraces the view that diversity is strength, that freedom, understanding, fairness and human dignity must guide society. A Multiculturalism Act has now been passed by the Canadian Parliament. The development and approval by the Manitoba legislature of an act which will enshrine multiculturalism, based on the recommendations contained in this Report and including existing programs, is a major thrust in the proposals of the Task Force.

A multicultural policy will be beneficial to all Manitobans regardless of origin. It will allow all to achieve their potential, to share their talents, skills and cultural values; to grow and develop freely and cooperatively; to learn from one another; to build a progressive and just society; to build improved cultural and economic links with other countries who have given this province their people, through better understanding their cultures.

A comprehensive policy must have cultural as well as social and economic components. The Task Force has prepared a fair number of recommendations addressing gaps that exist. In the area of cultural development, multiculturalism, which reflects the reality of our society, must find increased awareness in our schools. Teachers and students can both

benefit from greater knowledge and understanding of the cultural make-up of this province. The teaching of heritage langauges must be emphasized not only because of their value to our communities, but also because of their importance in economic terms. Similarly, the teaching of French and English as second languages in our schools, as well as the services generally provided to new Manitobans in both these languages, must be strengthened. Ethnocultural groups must be assisted further in order to reach organizational effectiveness, aid in the adaptation process of new Manitobans and develop leadership and other skills for their members.

Cultures must be retained rather than "preserved". As living organisms, cultures need to grow, to thrive, to adapt to the new Manitoba environment and to develop in exciting new ways without losing their primary value. Our children and youth are particularly important recipients of a policy that aims to enhance cultural development. The Arts, in particular, must be nurtured further in all its forms by an enlightened society and government. A close examination of the way in which we deal with the arts in Manitoba is required.

The whole issue of inter-ethnic relations is a sensitive one. Prejudice and racism must be resisted whether it be in the way ethnocultural communities are treated by government bodies and agencies at all levels, or by other groups. Race relations committees must be a priority in order to deal adequately with friction. The media is in an ideal position to be able to foster better understanding and tolerance by the way they report events. Government agencies and groups can assist by emphasizing the accomplishments of peoples of all backgrounds and ages and by providing information which generally shows them in a positive light.

Funding of multicultural activities needs to be coordinated more adequately. The establishment of a Multicultural Grants Commission, representative and yet operating at arm's length from any one agency, will ensure that monies are distributed to those who most need it and have shown

they merit consideration. At the same time, ethnocultural peoples must be in a position to derive benefit from granting councils which currently exclude them, not on the basis of merit, but on the basis of professional status.

Finally, in the cultural area, concerns outside Winnipeg must be addressed more adequately by government departments and government agencies. If multiculturalism is to be for all Manitobans, the "perimeter" mentality must change.

Many people equate multiculturalism with cultural retention. A multicultural policy must move away from a strictly folkloric definition to promoting economic equality and the full social and political integration of all. The two perspectives are not only compatible, but must also be addressed as one within the framework of a comprehensive policy. Ethnocultural peoples, particularly visible minorities and women, must be allowed full participation in the civil service, government-funded bodies and crown corporations; measurable goals and timetables must be implemented so that we have a truly representative civil service within the next decade. Government suppliers and contractors must also have personnel policies which allow equal accessibility to all Manitobans. The Human Rights Commission must take on a more proactive role by developing public education programs, promoting the Manitoba Human Rights Code and the Canadian Charter of Rights and Freedoms, as well as developing and implementing curriculum materials with school divisions.

Manitoba already has one of the most advanced provincial systems for the settlement and adaptation of new immigrants. More needs to be done perhaps outside the City of Winnipeg to facilitate settlement, but particularly those arriving in Manitoba with professional qualifications received elsewhere, deserve to see the process of accreditation accelerated.

A policy on multiculturalism requires a structure to make it viable in the initiation and implementation of policy as well as in the coordination of

the efforts by different government departments linked to multicultural activities and concerns. The Manitoba Intercultural Council must have its own role strengthened as an advisory body to government; it must receive a new role as an advocate of ethnocultural concerns before government. The appointment of a Minister responsible for Multiculturalism, who will be the central focus for the comprehensive policy, is recommended. Similarly, a Multicultural Affairs Committee of Cabinet, (MACC) made up of key Ministers normally concerned with multicultural matters, is a prerequisite for the enhancement of multiculturalism in government. It is recommended that the Minister be advised, and policies in the area be implemented and coordinated by the Multicultural Affairs Directorate, which would act also as a secretariat to the MACC. The government is also strongly urged to appoint a Special Investigator for Ethnocultural Affairs within the office of the Ombudsman. This person's chief role would be to mediate in disputes between the civil service and the ethnocultural communities.

Finally, the Task Force recommends that the government assert its commitment to multiculturalism by adopting its principles and their rationale and that a comprehensive policy be developed which is based on the recommendations of this Report, in continued consultation with Manitoba's ethnocultural communities.

I. MULTICULTURALISM: A POLICY FOR ALL MANITOBANS

The concept of "multiculturalism" is fairly recent. It is an intrinsically Canadian addition to the vocabulary of social science and to social action. It is not merely an objective recognition that this country is made up of many ethnocultural groups; it has been associated since its inception with a government belief that asserts that in a country that is culturally, ethnically and racially diverse, policies must be initiated which face this reality in order to preserve and enhance the ethnocultural composition of its population. In other words, multiculturalism is not only "social science", but a philosophy, a way of life and, in some unique Canadian way, an idea which has been acknowledged and accepted by governments and by society in general over the last twenty years.

Whether by chance, as a response to the pressures of the linguistic duality of the country, or by design, because of the promise it carries to develop societal harmony, multiculturalism has now been enshrined in Canadian law. Manitoba now has an opportunity to move in the same direction.

A. TOWARD A DEFINITION

Multiculturalism in Manitoba must be a philosophy that ensures the recognition of the cultural and racial diversity of the province, and the equality of all Manitobans. Multiculturalism challenges cultural conformity, "sameness", assimilation, a "unity in diversity" creed which emphasizes "unity" while downplaying "diversity". It embraces the view that diversity is strength, that freedom, understanding, fairness, and human dignity must guide society; that all Manitobans have an equal right to participate in bettering not only the cultural development of the province but also its political, economic and social life.

Implicit in the above definition of multiculturalism are its multifaceted components: First, that the individual must be free to choose his/her way of life; second, that the diversity of the peoples that make up this province must be recognized; third, that mutual understanding must be actively assisted by whatever means available; fourth, that human dignity is critical to the individual's development; fifth, that the development of a Manitoba Community can best be achieved when each individual and each community have had an opportunity to assert their own pride, dignity and self-worth as part of the larger society; sixth, that each group and individual must be allowed and encouraged to participate in the cultural development of the province, whether in an artistic, literary or linguistic sense; seventh, that cultural pride and development that is not accompanied by social, economic or political equality is considerably less valuable in that

it makes groups and individuals a spectacle to be enjoyed during leisure hours, but to be overlooked and even discriminated against during working hours.

Multiculturalism as a cultural way of life is part of the fabric of this province; as a policy based on the principles enunciated above, it must be developed further in order to cover all its facets. There must be freedom of choice when it comes to each individual's contribution to the cultural development of groups. There cannot be freedom of choice, however, when it comes to the full integration of all individuals and groups into the social mainstream of the province.

The Task Force sees as its mandate the identification of methods for providing opportunities for the enhancement of the cultural plurality of the province, as well as suggesting avenues for the enjoyment by all of the promise of equality in a democracy such as ours. We believe that the development of multiculturalism at the provincial level has made it possible now to advance a comprehensive policy on multiculturalism without altering significantly the direction in which the Manitoba Government has been moving. A comprehensive policy will, in fact, bring together the principles of equality, community, dignity, and diversity which have shaped the political reality of the Manitoba of the 1980's.

A comprehensive policy needs to emphasize more convincingly that a cultural policy needs to be accompanied by the tools for better adaptation by

new Manitobans and for the full integration of all Manitobans; it needs to emphasize that words without concomitant action are devoid of any meaning and value; that ethnocultural groups are not just more or less exotic or interesting, but an integral part of Manitoba.

B. THE PRINCIPLES UNDERLYING A MULTICULTURALISM POLICY AND THEIR RATIONALE

In concurrence with the Report of the House of Commons Standing Committee on Multiculturalism, the Task Force believes that the following principles must shape specific directions for action in the area of multiculturalism:

- Preservation of Cultural Heritage
- Enhancement and Development of Cultural and Linguistic Diversity
- Enhancement of Affirmative Measures
- Provision of Settlement and Support
- Elimination of Discrimination
- Elimination of Systemic Barriers to Participation
- Equality of Results

Each of these principles can be clearly justified. It is not enough to assert their importance; very often, they become catchphrases. In order to ensure that they are adequately understood, the Task Force offers the following thoughts on what these principles mean and the assumptions on which they are based.

1. Preservation of Cultural Heritage

Rationale

- It encourages the development of positive feelings about the self;
- It recognizes the achievements of all;
- It provides an environment for the sharing and acceptance of ideas among all Manitobans;
- It recognizes the importance of cultural identity so that citizens may feel content in the knowledge that they do not have to apologize for who they are;
- It enchances adaptation to society in general through the provision of a positive environment based on acceptance.

2. Enhancement and Development of Cultural and Linguistic Diversity

Rationale

The enhancement and development of cultural and linguistic diversity will benefit all Manitobans in the following ways:

- By making economic opportunities available so that the talents of all Manitobans are recognized and accepted.
- By recognizing the importance of cultural identity which could assist in the development of a positive self-concept among all Manitobans.
- By encouraging intercultural exchanges.
- By creating opportunities for cross-cultural interaction and quality contact.

- By creating the climate for expression, and promoting the idea of learning to live with one another.
- By adding to the aesthetic quality and vitality of the province.
- By adding to the status of Manitoba as a leader in the area of cultural relations and by bringing it recognition as an enlightened society.
- By lending credibility to a global presence for Canada and Manitoba with reference to trade policy, tourism, the exchange of technologies and the strengthening of diplomatic ties.

Through enhancing and developing cultural and linguistic diversity, Manitoba can set an example by accepting the challenge of creating a harmonious and progressive society.

3. Enhancement of Affirmative Measures

Affirmative action measures are remedies for dealing with systemic discrimination. Results are important since these measures are action-oriented. Any serious attempt to eliminate systemic discrimination must be accompanied by accountable results.

Rationale

- The enhancement of affirmative measures will assist Manitobans who face multiple barriers to participation, and make them feel an integral part of the society.

- All Manitobans will benefit by the full integration of these individuals into the social, political and economic fabric of our society, and much needed social stability will be gained.

4. Settlement and Adjustment Support

Settlement and adjustment support involves the provision of fair and equitable assistance to new Manitobans in order to ensure their subsequent social and economic participation.

Rationale

- Through settlement and adjustment support, new immigrants should be allowed to utilize their skills for which they were trained in their countries of origin.
- Immigrants to Manitoba are future Manitobans; therefore, by assisting them, we are enriching all of Manitoba.

5. Elimination of Discrimination

Rationale

The elimination of discrimination will benefit all Manitobans in the following ways:

- By giving all individuals a full and equal chance to be a part of Manitoba's social, political and economic fabric, thereby facilitating the growth and development of all Manitobans.

- By creating a climate for the adherence to the provisions for basic rights and freedoms under the Manitoba Human Rights Code, and the official policy on multiculturalism in Canada.

6. Elimination of Systemic Barriers to Participation

Systemic barriers to participation involve more precise forms of discrimination such as are contained in conditions of employment as in height/weight requirements, for example. The elimination of systemic barriers to participation will produce effects similar to those discussed under number 5 above.

7. Equality of Results

Equality of opportunity or equality of access are not sufficient to ensure the full participation of all Manitobans. In addition to specific affirmative measures, equality of results is required in order to overcome barriers to participation. Equality of results is the concrete outcome of the application of affirmative measures, accompanied by the achievement of the objectives as defined in the affirmative measures.

A final word of caution is in order. Many people still equate multiculturalism with culture: to these people who find they are now accepted as equals in the political process, the cultural aspect of multiculturalism is emphasized. There are others, among them the visible peoples and women, to whom a recognition of the cultural aspects of multiculturalism is secondary or

at least not as important as the recognition of their rights in society. A multiculturalism policy should assist those who so wish to maintain their distinctive cultural identities. Such a policy should also affirm, support and enhance the positive attributes of the diverse cultures of Manitobans in order to achieve a just and harmonious society. A multicultural policy must also move away from a strictly folkloric definition and toward the promotion of economic equality, full social and political integration, and the removal of discrimination. Indeed, we believe the two perspectives are not only compatible but, must also be addressed as one if Manitoba is to establish a comprehensive policy.

We also believe that these principles are reasonable in a democratic society. A multicultural policy will lead to greater social harmony, to greater tolerance and understanding and ultimately to a more cohesive Manitoba by working towards a true "horizontal mosaic".

C. MULTICULTURALISM IS FOR ALL MANITOBANS

It should be clear by now that the greatest single value of a multicultural policy is that it is for all Manitobans, and not only for the province's ethnocultural groups. This is so for the following reasons:

i) a multicultural policy allows each and every individual and group that comprises our society to grow and develop freely and achieve their potential in the context of the larger society, thereby enhancing the quality of life for all;

ii) a multicultural policy provides opportunities for all Manitobans to share their talents, skills and cultural values;

iii) a multicultural policy provides opportunities for sharing and learning through intercultural exchanges;

iv) a multicultural policy provides the conditions for the development of a more cosmopolitan and tolerant society, away from ethnocentrism and cultural monopoly;

v) a multicultural policy provides the opportunity to build a just society based on respect and understanding among all Manitobans;

vi) a multicultural policy provides all Manitobans with the opportunity to reinforce new perspectives on Canadian culture;

vii) a multicultural policy gives Manitobans the tools to relate naturally and with understanding to almost every culture and country in the world, something that can be of great value in Manitoba's efforts to build cultural bridges as well as economic and technological links with other countries.

The Task Force, although fully cognizant of the special status enjoyed by Manitoba's Aboriginal peoples and Francophones, has consciously rejected the view that these groups are not part of our multicultural mosaic. This view states that they should not be included in a policy on multiculturalism since this policy is not compatible either with bilingualism or with aboriginal rights. We firmly believe that particular claims made by both these groups must be addressed, but this is not the venue to address them. We also believe, however, that multiculturalism benefits Aboriginal peoples and Francophones, because the principles on which it is based are of universal

value. In fact, the policies that will guide decisions based on these principles, are as applicable to them as they are to other identifiable ethnocultural groups. We know that the multicultural policy, when it was first enunciated, appeared to pose a challenge to the Aboriginal peoples and to Francophones. The various Aboriginal and Francophone groups and individuals that addressed the Task Force have clearly indicated that they would like to benefit from a sound policy that does not challenge their special claims, but rather enhances them: Multiculturalism does this, by helping us understand one another, by providing the setting where cultures can flourish, where equality is the norm, and where the integration of all citizens of Canada and the province can be achieved. Multiculturalism does not ghettoize or segregate: it brings us all into a common membership in society.

II. THE HISTORICAL CONTEXT

Before proceeding with an enunciation of the recommendations proposed by the Task Force, it is important to provide a brief historical analysis of the development of multiculturalism and of its accompanying government policies, in Canada, in selected provinces, and in Manitoba. After all, this is the context that has assisted the Task Force in developing a comprehensive policy for Manitoba, and the context within which such a policy may be possible. Twenty years ago advocating such a comprehensive policy would have been unthinkable; today it is not only desirable, but also very possible

because it can be seen as one further and important step in the continuum of developments which have been taking place in this country and in this province.

A. THE DEVELOPMENT OF MULTICULTURALISM IN CANADA

Although Canada was always a land of many cultures, there was not much appreciation of ethnocultural diversity during the first half-century of Confederation. Both immigrants and the Aboriginal peoples were expected to assimilate into an Anglo-Canadian conformity (the same can also be said of the Franco-Canadians despite assurances of cultural sovereignty contained in the Quebec Act of 1774 and the British North America Act (BNA) of 1867). The first appreciation of a cultural mosaic appeared during the 1920s and 1930s and by the 1940s there were a number of agencies and programs which assisted ethnocultural groups in retaining their cultural heritage (e.g, the Advisory Committee on Cooperation in Canadian Citizenship). These programs, however, were small and disconnected, with little support from government. After World War II, attitudes towards the cultural aspirations of ethnocultural groups in Canada became more positive. This change can be attributed to the revelation of the Holocaust and the horrors of extreme racism. Other factors in this change include the loyalty demonstrated by various ethnocultural groups during the war, the political and organizational abilities of post-war refugees and the international pressure for the acceptance of social and ethnic differences. Despite this changing attitude, however, there was little official support for cultural diversity.

Encouraged by this climate of tolerance, Canada's ethnic communities began to coalesce into an articulate voice, demanding acknowledgement of their contribution to Canadian development and structural change. The first significant change came in 1960 with the introduction of the Bill of Rights, which provided rights and freedoms in law. The next major structural change was in 1967 with the implementation of a new Immigration Act, that was, for the first time, not racially discriminatory but, instead, "sought ability wherever it might be found."

The most significant recognition of Canada's cultural diversity, flowed from Book IV of the Report of the Royal Commission on Bilingualism and Biculturalism, (B & B Commission) which was submitted to the Governor-General on October 23, 1969. The roots of the B & B Commission go back to 1962 when Prime Minister Pearson suggested to the House of Commons that a royal commission be appointed to carry out, in consultation with the provinces, a broad and comprehensive inquiry into bilingualism and biculturalism. The reason for the inquiry, of course, was the growing disatisfaction in Quebec with the terms of Confederation. On July 19, 1963, an Order-in-Council officially gave birth to the B & B Commission. Initially, the Commission was asked to inquire..."into and report upon the existing state of bilingualism and biculturalism in Canada and to recommend what steps should be taken to develop the Canadian Confederation on the basis of an equal partnership between the two founding races". The Commission began to report in 1967 and recommended that "there must be official bilingualism to effect necessary changes in Canadian society." This recommendation led to the Official Languages Act of 1969. The Act states: "The English and French languages are

the official languages of Canada for all purposes of the Parliament and Government of Canada, and possess and enjoy equality of status and equal rights and privileges as to their use in all of the institutions of the Parliament and Government of Canada".

In addition, the Act created the office of Commissioner of Official Languages who reports directly to the parliament through the Speakers of the Senate and House of Commons. The Commissioner, became, in effect, a linguistic ombudsman to oversee the enforcement of the Act within the working of the federal government.

In the process of public inquiry, the B & B Commission and the Government met with persuasive criticism from non-French and non-British groups. They expressed the fear that a policy of biculturalism would relegate them to the status of second-class citizens. The Government responded to these criticisms by adding to the mandate of the B & B Commission a clause that states that the Commission is to take "into account the contribution made by the other ethnic groups to the cultural enrichment of Canada and the measures that should be taken to safeguard that contribution". The result of this added mandate was Book IV of the Commission's report, The Cultural Contribution of the Other Ethnic Groups. The Report contained 16 recommendations concerning the need for human rights legislation, heritage language training, English and French as a second language programs, broadcasting, ethnic research and the preservation of folk arts.

In October of 1971, Prime Minister Trudeau responded to the report by introducing a policy of "Multiculturalism in a Bilingual Framework". The expressed objectives of the policy, resources permitting, included assistance to cultural group development, assistance to members of the groups to overcome cultural barriers to participation in Canadian society, to promote creative encounters and interchange among all Canadian cultural groups and to encourage the acquisition of at least one official language. It is important to note that, while bilingualism in government is the law by virtue of the Official Languages Act, multiculturalsim is simply government policy and has no enforcement mechanism. The Canadian Human Rights Act was passed by Parliament in 1977 and prohibited discrimination based on "race", national or ethnic origin, colour, religion, age, sex, marital status, family status, disability, or conviction for an offence for which a pardon has been granted. In 1982, the first legislative recognition of official multiculturalism came about with the entrenchment of the Canadian Charter of Rights and Freedoms in the Constitution. In addition to basic rights covered in the Bill of Rights and the Canadian Human Rights Act, the Charter included provisions for aboriginal rights, mobility rights and minority language rights. It also asserted in Section 27 that: "This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians." In 1984 a bill on Multiculturalism (Bill C-48) was introduced but it died on the Order Paper soon after. Also in 1984, the "Special Committee on Participation of Visible Minorities in Canadian Society" tabled its report, "Equality Now". The Report directed the Government of Canada to move consciously toward removing all roadblocks preventing full participation of all citizens in the cultural, social, economic and political life of the

country." The Report also recommends the introduction of a "Multiculturalism Act" and a separate Department of Multiculturalism.

In June, 1987, the House of Commons Standing Committee on Multiculturalism tabled a report, "Multiculturalism: Building the Canadian Mosaic". The Report set out eight principles of a new multiculturalism policy and, like "Equality Now", recommended the introduction of a Multiculturalism Act and the creation of the "Department of Multiculturalism". Unlike "Equality Now", however, the Standing Committee also recommended the creation of the Office of a Commissioner of Multiculturalism "to monitor, investigate and report to parliament on the implementation of multiculturalism policies throughout the Government of Canada".

On December 1, 1987, the Government introduced Bill C-93, the Canadian Multiculturalism Act. The Act, passed by Parliament in July, 1988, seeks to address the issue of cultural retention and racism. Its primary objective is the understanding that Canada is a culturally and racially diverse society in which all members have the freedom to preserve and share their cultural heritage and to participate in the social, cultural, economic and political institutions of Canada. Further, Federal institutions are directed to ensure equal opportunity and to carry on their activities in a manner that is sensitive and responsive to the multicultural reality of Canada.

The Act does not create a separate department or the establishment of a Multiculturalism Commissioner. The role of the Secretary of State will be one of co-ordination and leadership. The other Ministers "shall" take such

measures as they consider appropriate to the intent of the policy. Stripped of its preamble, which recognizes the Charter of Rights and various international conventions and convenants, the Act does not provide any mechanism for compliance. It encourages rather than enforces compliance.

B. A NOTE ON THE CURRENT STATE OF MULTICULTURALISM IN THE PROVINCES

A cursory examination of relevant legislation on multicultural affairs in the Canadian provinces suggests that, while commitment to the general principles of equality, fairness, tolerance, cultural preservation and appreciation of all cultures is present everywhere, efforts by governments to develop a policy on multiculturalism and to enact legislation to support these principles vary considerably. The Prairie provinces, Quebec and Ontario have taken major initiatives in this area, while the remaining provinces lag somewhat behind in developing programs designed specifically in support of the ethnocultural communities.

With its Department of Culture Amendment Act (1987) and the amended Cultural Heritage Act (1987), Alberta's multicultural policy is perhaps the most complete of all provincial legislation in the culture area. The province has now established a Department of Culture and Multiculturalism which ensure that the multicultural aspects of all issues will be included in cabinet discussions. The policy and the Department stress the cultural aspects of multiculturalism, and in recent statements by the Premier the value of Multiculturalism to the province in economic terms has been underscored.

In addition, the province has established a foundation which distributes and generates funds for multicultural programs; it has a cabinet coordinating committee made up of eight Ministers and Members of the Legislative Assembly, as well as an advisory cultural heritage council.

Most recently, an Alberta Multicultural Commission has been established and is expected to become the major focus of all multicultural resources in Alberta. This commission will amalgamate all financial resources relating to multiculturalism, combining the budget of the Cultural Heritage Foundation with funds normally allocated from general revenue. The Commission will be headed by a Member of the Legislative Assembly and will also include the chairperson of the Culture Heritage Council, an Assistant Deputy Minister to the Department of Culture and Multiculturalism and the chairperson of the Cultural Heritage Foundation. External adjudicating committees will make recommendations to the Commission on grants which will be provided on the basis of need. Finally, Alberta has established an Institute of Multicultural Resource Development in cooperation with the federal government. This Institute is designed to increase understanding of multiculturalism, smooth relationships in the workplace and to promote international trade by providing Alberta companies with assistance in understanding the history and customs of other countries, with which they trade.

Multicultural activities in Saskatchewan are similar, in many ways to those of Manitoba. There is a coordinating cabinet committee on Multiculturalism which includes six Ministers, a Multicultural Advisory Council and an Arts and Multiculturalism Division in the Department of Culture

and Recreation; programs are, for the most part, of a cultural nature, but the provincial government has recognized through its Human Rights Act and Commission that barriers to participation and discrimination must be removed and that it has a role in encouraging private and public institutions in the province to acknowledge and respond to the Multicultural nature of society. The Province has had a Multiculturalism Act since 1974. A Task Force with similar objectives to those of the Manitoba Task Force has been appointed recently.

Ontario, while emphasizing in its policy the cultural component of multiculturalism has as its guiding principle the equality of all. A Minister of Citizenship and Culture is advised by the Council on Multiculturalism and Citizenship. The coordinating body of Cabinet, named the Committee on Race Relations, has the Attorney-General as its chairperson. One of the interesting characteristics of the Department is that it has a Native Community Branch. A recent addition to the enhancement of Multiculturalism is the appointment of a Special Investigator on Ethnocultural Issues within the office of the Ombudsman.

Quebec's Multicultural policy focuses on the assertion that the province is distinct from the rest of Canada and that, therefore, the development of cultural communities should be in close relationship to the needs and aspirations of the francophone community. The Department concerned with Multiculturalism is named Cultural Communities and Immigration, a significant nuance to Quebec's interest in this particular area. The Minister is advised by a Council. There is no cabinet committee dealing with

multicultural matters, but rather an Interdepartmental Committee made up of senior officials (not necessarily deputy ministers).

To summarize, then, Multiculturalism is clearly a legitimate focus of policy in most of Canada's provinces. Some of the special efforts that have been made need to be acknowledged. Indeed, the Manitoba Task Force has taken into account some of the initiatives taken by other provinces when drafting its own recommendations.

C. MULTICULTURALISM IN MANITOBA

On March 12, 1970 the Government of Manitoba, in its Throne Speech, stated:

> "In enhancing the character of Canadian citizenship and nationhood, it is my Government's intention to assist the different minority partners in the Manitoba cultural mosaic in holding a congress. This will no doubt provide a forum where the different cultural groups in the province may express their views on measures needed to nourish their linguistic and cultural heritage. My Minister expresses the hope that these measures will receive the support of all as being consistent with our desire to maintain the Canadian cultural mosaic in a free, plural and open society".

This statement marked the first time that the Manitoba government explicitly declared its support for an ethnically diverse society, and it marked the beginning of official multiculturalism in Manitoba.

The Manitoba Mosaic Congress brought together representatives from Manitoba's numerous ethnocultural communities, including Franco-manitobain, Metis and Aboriginal representatives, for a weekend meeting in October, 1970, to discuss the future of multiculturalism in the province. Among the sixteen recommendations that emerged from the Congress were requests for various initiatives by government to add a multicultural component to several existing programs, for government support to ethnic voluntary organizations, and for a "cultural council of Manitoba to be established by the provincial government to serve the whole community." The most important result of the Mosaic Congress, however, may not have been the specific recommendations that emanated from the meeting, nor the concrete actions that followed, but the two principles that were established by it. First, the Congress recognized and asserted the obligation of all governments to support multicultural initiatives as an appropriate social expenditure. Second, was the principle that government action should only proceed from community consultation. These two principles have remained the basic underpinning of the ethnocultural communities' expectations of government and, for the most part, they have been the underlying principles of government multicultural initiatives.

In 1972, the Ministerial Advisory Committee on Multiculturalism was established. The 15 members of the first Committee were appointed as representative individuals interested in multicultural issues, rather than along ethnocultural group lines. It was hoped to have matters of multiculturalism discussed and dealt with in an objective, non-partisan fashion. The Advisory Committee's five point mandate included: (1) providing advice to the Minister "on multicultural matters as the members deem

advisable, or as the Minister may from time to time request"; (2) assisting in the development of criteria for awarding provincial multicultural grants; (3) promoting interaction among ethnocultural communities through seminars, conferences and related activities; (4) acting as liaison with other government departments for the purpose of multicultural development; and (5) assisting in the dissemination of information to the public on matters pertaining to multiculturalism, grants and government policies.

The first project undertaken by the Committee was to study the recommendations of the Mosaic Congress in order to establish to what degree the government had acted on these recommendations and to suggest future action. The Committee also clarified the criteria and eligibility for the Multicultural Grants Program and recommended the establishment of the Linguistic Support Program. Just prior to the change in government in 1977, the Committee held a regional conference in Brandon that resulted in the creation of the Westman Multicultural Council. Since that time, the Committee has been inactive. The legislation which mandated the Committee is, however, still on the books.

A number of other government initiatives of the 1970s can also be seen as part of a multicultural trend. These include the establishment of the Centre Cultural Franco-manitobain in 1972, the introduction of the Manitoba Human Rights Act in 1974, the creation, within the Department of Education, of the Bureau de L'Education Francaise in April, 1974 and the Native Education Branch in August, 1974. When announcing the creation of the Native Education Branch, the then Minister of Education, Ben Hanuschak, remarked: "through

this branch, we hope to make our education system more responsive to the needs of native people and help strengthen the position of Indians and Metis in the Manitoba Mosaic".

Entering the 1980s, the major recommendation of the Mosaic Congress that had not received much attention was the creation of a multicultural council. In the Throne Speech of February, 1982, the Government promised to rectify this deficiency. Accordingly, in May of that year, an Interim Liaison Committee on Multiculturalism was appointed to provide recommendations on an organizational structure for the council and a formula for representation. On July 22, 1983 the Manitoba Intercultural Council Act was proclaimed. The Act states that the purpose of the Council is to "make recommendations and to provide information and advice to the Government of Manitoba through the Minister of Culture, Heritage and Recreation on all ethnocultural matters in the province including education, human rights, immigrant settlement, media and communications, and cultural heritage." Representation on the Council consists of one member elected by each regional association of ethnocultural groups, one member elected by each organization composed of several ethnocultural groups, and one member appointed by the Minister for each two members that are elected by the ethnocultural groups and associations. Shortly after it was created, the Manitoba Intercultural Council was given the responsibility for distributing over one million dollars in lottery funds annually to ethnocultural organizations. Related to the establishment of the Manitoba Intercultural Council, was the establishment of the Ethnocultural Affairs Committee of Cabinet. This Committee was chaired by the Minister of Culture, Heritage and Recreation and included the Attorney-General, the

Ministers responsible for the Civil Service Commission, Community Services, Education, and Employment Services and Economic Security. (This committee has since been expanded to include, in addition to the above, the Premier, the Minister of Finance, the Minister of Labour and the Minister of Northern Affairs).

Culturally-sensitive policies and programs have also continued to be introduced in a number of government departments and agencies in the 1980s. In 1983 the Civil Service Commission began implementing the Government's new Affirmative Action Program throughout the civil service. At the request of the Manitoba Intercultural Council, among others, the new program includes visible and native peoples among the four target groups. Also in 1983, the Department of Culture, Heritage and Recreation, in cooperation with the Civil Service Commission, instituted a Multicultural Awareness Training Program. More recently, again on the recommendation of the Manitoba Intercultural Council, the Department has implemented a policy to ensure a more representative portrayal of ethnocultural and racial minorities in government advertising and communications.

The Department of Housing, responding to its ethnically diverse clientele, provides language translation services, program material in a number of non-official languages, and makes use of the ethnic media to advertise departmental programs. The new Child and Family Services Act, administered by the Department of Community Services has, as one of its principles, the recognition of a child's cultural heritage as an important determinant in the placement and protection of children.

Education is of prime importance to multiculturalism and this is reflected in the number of initiatives related to multiculturalism in the Department of Education. Heritage Language Training and English as a Second Language programs continue to be supported. In 1984 the Department established a Multicultural Education Resource Centre which works closely with ethnocultural groups to collect and disseminate classroom materials and other information to teachers. In 1984, the position of Multicultural Consultant was created within the Curriculum Development and Implementation Branch of the Department.

In addition, the Department of Education, in cooperation with Culture, Heritage and Recreation and the Secretary of State, has developed a Manitoba multicultural anthology series entitled Pieces of the Jigsaw Puzzle, which has been distributed for use in the schools. The Department has also sponsored a number of in-service workshops on topics such as "Multicultural Education as a Teaching Approach", "Enhancing the Multicultural Climate of the School", and "Intercultural Understanding: Overcoming Racism, Discrimination and Prejudice". Responding to various requests from ethnocultural communities, the Department has sponsored three public conferences. In 1983 a conference on heritage languages resulted in the creation of a community-based organization which advocates in the area of ancestral languages. In 1984 the Department sponsored a conference on "Multiculturalism in the School Curriculum" and in 1986 it sponsored a conference entitled "Multicultural Tools for Educators". In recent years, the Department has moved to formalize its policy on multicultural education with the release of the Multicultural Discussion Paper in April of 1986. After significant input from ethnocultural

and educational organizations, the Department is now in the process of developing a formal multicultural education policy.

The Government provides assistance to immigrants and refugees in Manitoba through the Immigration and Settlement Branch of Employment Services and Economic Security. The Special Program to Assist Refugees was established in 1981 to coordinate the resettlement assistance provided to refugees through private sponsors and the federal and provincial governments. In cooperation with Manitoba Education and the Manitoba Child Daycare Program, the Branch provides English as a Second Language programs to adult immigrants, immigrant women and preschool children. The Immigrant Access Service, in operation since 1985, helps recent immigrants access a wide range of provincial services including employment, health, education, child and family services, corrections and income security.

Other programs of the Immigration and Settlement Branch include the Newcomer Services Support Program which provides financial support to private, non-profit organizations involved in newcomer orientation and settlement activities. The Branch also publishes the Newcomer's Guide to Manitoba which is a comprehensive source of information on life in Manitoba. Currently the Guide is available in English, French, Polish, Spanish, Vietnamese, Punjabi and Chinese. A recent development of the Branch is Project Recognition which attempts to provide Manitoba work experience for professionally and technically trained immigrants in their field of expertise.

More recent government initiatives in the area of multiculturalism

include the creation of a Multicultural Coordinator position, reporting to the Minister of Culture, Heritage and Recreation. The Coordinator is the Secretary to the Ethnocultural Affairs Committee of Cabinet, ensures that multicultural principles are diffused throughout government and follows up on recommendations from the Manitoba Intercultural Council.

Recently, the Department of Business Development and Tourism, in cooperation with the Tourism Industry Association of Manitoba, sponsored a Culture and Tourism Conference in Winnipeg. Among the recommendations emanating from the conference were suggestions for a multicultural centre to provide administration and performance facilities for ethnocultural groups and a coordinated information and marketing strategy that will benefit all cultural events. In May of 1987 the Minister of Culture, Heritage and Recreation appointed the Task Force on Multiculturalism in Manitoba. The Task Force was charged with the responsibility of reviewing all of the diverse elements of multiculturalism within the province with a view towards developing a comprehensive policy that would guide the future of multiculturalism in Manitoba.

III. CULTURAL COMPONENTS OF A POLICY ON MULTICULTURALISM

A. MULTICULTURAL EDUCATION

In addition to the family, the schools, in their generic sense, are the most important agents of socialization available to our communities. They

provide our children and young adults with the knowledge and the tools needed for them to become useful and accomplished members of our society. They also help transmit, to a great extent, the values which the society believes are worth emphasizing.

The agencies that educate our children and young adults, namely the primary and secondary schools, community colleges and universities fall within the general jurisdiction of the provincial government. It is not only important that these agencies be instrumental in the formal teaching of multiculturalism, but that their policies, activities and personnel reflect the multi-ethnic reality of Manitoba society.

As has been indicated in the brief historical sketch of the development of multiculturalism in the province, the Department of Education is currently in the process of developing a formal multicultural education policy. Because the policy is still being discussed internally in the Department, the Task Force has been unable to receive a copy of the document. It is essential that this policy become effective at the earliest possible time. Therefore, our most general recommendation in this area follows.

RECOMMENDATION 1

We recommend that the Government of Manitoba move as soon as possible to implement a multicultural education policy for the province, a policy which is mindful of, and reflects the rich diversity of the ethnic composition of the province, fosters respect and understanding of all cultures and stresses the value of multiculturalism to the educational economic, social and cultural development of Manitoba.

1. General Multicultural Education

The Task Force firmly believes that most children, and their parents or guardians, would welcome opportunities to become more knowedgeable about the many cultural backgrounds evident in our schools particularly those that differ more or less substantially from their own. Not only will the children's appreciation of their cultures benefit greatly from their level of social understanding, but their ability to live and prosper in a world which is becoming increasingly inter-related will be enhanced.

RECOMMENDATION 2

We recommend that the Government of Manitoba request that school divisions adopt and implement a policy on multiculturalism that reflects the arts, literature and cultural achievements of Manitoba's multicultural society.

Teachers and school administrators would also welcome the opportunity to become more knowledgeable about multiculturalism. Courses and in-services in cross-cultural education will assist greatly in informing our educators, both from the perspective of classroom management and in order to facilitate the process of instilling in children an appreciation of cultures that are different from their own.

RECOMMENDATION 3

We recommend that school divisions develop their multicultural curricula by consulting with qualified resource persons who are members of ethnocultural groups. We further recommend that

the Government of Manitoba organize a pool of experts in multicultural education who can assist at in-services throughout the province to sensitize teachers and school administrators to the needs of various cultures. The assistance of organizations such as the Multicultural Education Resource Centre and the Manitoba Multicultural Resource Centre should be sought in order to accomplish this task more effectively.

RECOMMENDATION 4

We recommend that Faculties of Education as well as other institutions providing Teacher training, require all prospective teachers to complete the requirements of a course in multiculturalism and multicultural education and that they ensure that such a course, or courses, is available in their Faculties.

Members of other professions, including lawyers, dentists and physicians who deal with people from varied backgrounds, would gain enormously from the acquisition of knowledge in cross-cultural psychology. Faculties of Dentistry and Medicine are now stressing social and psychological sensitivity in their admissions to the profession. Cultural sensitivity is just as important.

RECOMMENDATION 5

We recommend that all schools for the professions as well as professional associations be urged to develop and implement a program, tailored to the particular profession, which emphasizes the need for providing culturally-sensitive services to Manitobans.

One of the concerns expressed to the Task Force is that our schools tend to emphasize Christian holidays and Christian prayers. The Task Force is aware that each school division is permitted to implement its own policies in these matters, particularly regarding prayers. It is also aware that school divisions, in turn, permit individual schools and even teachers, to determine the level of emphasis that is given to prayer, including the contents and nature of it.

Much more can be done in our province to sensitize our children to the fact that many children have different religious backgrounds. Very often these children feel left out during times of prayer or of discussion on religious holidays.

RECOMMENDATION 6

> **We recommend that the provision of culturally-sensitive education include recognition of the religious holidays and ceremonies of non-Christian as well as Christian groups and that school divisions encourage respect and understanding of other religions by all teachers and students by providing the necessary resources.**

One of the most effective ways in which multiculturalism can be "lived" in the schools, universities and community colleges of our province is by ensuring that competent, qualified personnel of cultures other than the so-called mainstream cultures teach, and administer our learning institutions to a greater extent than is now the case. Setting aside affirmative action measures (dealt with in greater detail below), and while cognizant of the degree of autonomy enjoyed by many of these institutions, the

Task Force wishes to emphasize the importance to our children and young adults of meeting at an early age role models and authority figures which encompass our cultural mosaic.

RECOMMENDATION 7

> **We recommend that the Manitoba Government require that school divisions, universities and community colleges effect a hiring policy that reflects the wealth of talent and experience available to our society, as well as the varied ethnocultural community which the educational institutions serve, by hiring more qualified administrative, teaching and support staff from ethnocultural communities with greater frequency.**

The government of Canada has currently a Multicultural Chairs program, whereby specific areas of interest to the country are funded in our universities. The presence of distinguished visiting professors serves to heighten awareness of themes which the universities may not be able to fund through their ordinary operating grants; in addition, the persons occupying the chairs link the community more closely with our universities through conferences, workshops, symposia etc., which they may wish to initiate.

Manitoba universities must take advantage of these programs. Currently, only one such a Chair, Women Studies, is being funded jointly by the Canada and Manitoba governments. This Chair is jointly administered by the University of Winnipeg and the University of Manitoba. More needs to be done to give greater exposure to the multicultural nature of our society. The chairs constitute a good way to help achieve this end, and at minimal cost to the province.

RECOMMENDATION 8

> **We recommend that the Government of Manitoba join in the Multicultural Chairs program sponsored by the Government of Canada for the establishment of Chairs for Ethnic Studies for the purpose of encouraging research, teaching and service to the community in the area of multiculturalism.**
>
> **We further recommend that the two governments establish a Chair of Native studies at Brandon University and that other Chairs be considered as the need arises; that all Chairs be rotated and occupied by visiting academics representing the appropriate ethnocultural communities as denoted by the particular chair.**

The provision of Education obviously, is not limited to our schools. It is essential that our adult population have access to opportunities to become more knowledgeable and aware of our heritage. Particular cultural themes can be stressed in conferences which are open to the public.

RECOMMENDATION 9

> **We recommend that the Manitoba Intercultural Council initiate cross-cultural conferences on subjects such as communal organization, the position of women, child-rearing, the elderly, and others, to promote further understanding and respect among Manitobans for the variety of cultures that co-exist in this province; we further recommend that these activities be marketed to attract the participation of the general public.**

2. Heritage Language Programs

Language is inextricably linked with cultural identity. It allows people to communicate and is an important source of cultural retention. Our

educational institutions, particularly schools, can facilitate the learning and transmission of heritage languages to a greater extent than is now the case. We urge the government to continue its policy of language immersion, a policy which has met with such general success. On the other hand, the provision regarding the teaching of heritage languages which enables students to take a language of their choice only when resources are available, when the numbers (usually large) warrant it, and then only in certain schools within the division, is insufficient. Furthermore, students are left with the alternative of receiving education in either an heritage language or the other official language (usually French).

The Task Force believes strongly that heritage language programs are a vital step in the retention and enhancement of our cultures. It also believes that language training must not become an inconvenience, something that is to be limited within the confines of regulation. The acquisition of other languages by our students not only allows them to learn how other cultures communicate, it also provides them with essential knowledge about those other cultures. This knowledge may be of incalculable benefit to the province in trade, tourism and other international linkages.

We are aware that resources are limited. We believe, however, that those resources must be expanded in relation to the teaching of heritage and other languages. It will benefit not only individuals who originate from those groups that speak a particular language; it will benefit any one who wishes to expand his/her own knowledge and understanding of these cultures,

both in Manitoba and elsewhere. The current generalized myopic view must change. The government of Manitoba, therefore, must play a leading role by establishing a policy that will make it easier for school divisions to offer language programs.

RECOMMENDATION 10

> **We recommend that the Public Schools Act be amended to make it mandatory for school divisions to provide instruction in at least one Heritage Language, where a minimum of 25 students have indicated an interest in a particular Heritage Language, on the basis of consultations with parent/community groups which include students. We recommend that school divisions be required to cover any costs associated with transportation and/or non-residency fees on behalf of those students required to travel to another school/school division, to receive instruction in a Heritage Language of their choice. We further recommend that all Manitoba students be given the opportunity of learning both a heritage language as well as the other official language rather than be faced with a choice between the two.**

In order to achieve this end, the school divisions should expect assistance from the provincial government in various forms. One of the most significant sources, as yet generally untapped by our institutions, consists of utilizing the many qualified and skilled teachers of heritage languages who do not possess a valid teaching certificate obtained in Canada. The following recommendation includes a list of ways in which the provincial government can assist the school divisions and encourage them to view heritage languages generally in a more positive light.

RECOMMENDATION 11

We recommend that the Provincial Government provide support, financial and otherwise, to those institutions providing Heritage Language Programs through out Manitoba, as follows:

i) by increasing the sum total of grants available to those school divisions which offer Heritage Language programs;

ii) by developing curricula and teaching resources for use by those insitutions providing Heritage Lanugage programs;

iii) by requiring that Faculties of Education and other institutions involved in teacher training, provide preservice programs to prepare student teachers to meet the need for heritage language programs in the school;

iv) by conducting a needs assessment to determine the status of, and make recommendations on, an accreditation program for teachers of heritage languages; and

v) by acknowledging and recognizing the accreditation of teachers of heritage language programs by way of Heritage Language Instructors' certificates.

The Task Force recognizes that Heritage Language programs also take place outside the confines of the public school system, for example in private schools and community centres. These viable and vital institutions must continue to be supported.

RECOMMENDATION 12

We recommend that the Provincial government encourage the teaching of heritage languages throughout the province and that it assist ethnocultural groups to access educational resources for their community language schools and evening or week-end classes.

School divisions need to highlight the significance of heritage language programs.

RECOMMENDATION 13

> **We recommend that school divisions in Manitoba provide inservice programs on heritage language learning as part of the professional development program available to teachers, and as a means of preparing teachers to meet the need for Heritage Language programs in the schools.**

Finally, taxpayers should have a recourse when their requests for heritage language programs have not been approved. Both the provincial government and the school division must play a part in ensuring that an appeal is possible.

RECOMMENDATION 14

> **We recommend that school divisions, in cooperation with the Manitoba Department of Education, provide recourse for taxpayers to appeal, in cases where requests for the provision of heritage language programs have not been approved.**

B. COMMUNITY GROUP DEVELOPMENT

We mean by community group development the process by which the leaders of ethnocultural communities gain the organizational skills necessary to conduct the business of the groups in an effective, goal-oriented fashion. Community group development is important because it allows groups to achieve

cohesiveness, to attain their goals more effectively and to develop organizational skills that can be passed on. It has been suggested that a policy on multiculturalism must ultimately rest on two fundamental issues: (1) how to ensure that the ethnocultural communities have the tools, skills and knowledge to determine their needs and aspirations so that they are able to chart the course of their own development and to make these known to all sectors of Manitoba society; and (2) how to ensure that governmental structures will facilitate this process, and thus will respond and be responsive to the communities in the development and implementation of programs. The second set of objectives cannot be possibly generated, or addressed, if the communities are unable to acquire the tools and skills that are needed in order to raise the appropriate questions and to seek their resolution adequately.

The Task Force believes that community group development is one of the areas of greatest need among many ethnocultural groups in Manitoba. Some groups are extremely well-organized, have the human resources available and the expertise to respond to the demands of both their own community, and the society at large. Other groups, however, are not as fortunate. The Standing Committee on Cultural Affairs and Human resources put it best in its report to the Manitoba Intercultural Council (dated March, 1987): "there is inefficient use of human and financial resources within communities, there are few cross-cultural or intercultural activities, there is a growing dependency on public funds, there is an emphasis on the symbolic aspects of multiculturalism, there is a dearth of administrative multiculturalism; there is a low level of participation in the political process by ethnocultural communities and absence of public discussion on multiculturalism".

It is not clear where the responsibility lies for this situation. Perhaps this is not even relevant. What is obviously needed is greater support for community group development and a greater emphasis in programs for this perhaps unglamorous but extremely essential task.

We believe that the primary responsibility must rest with the groups to seek assistance. We also believe that the Manitoba Intercultural Council and other regional umbrella organizations such as the Westman Multicultural Council should have as one of their primary objectives, the advocacy of support in this development.

RECOMMENDATION 15

We recommend that the Minister of Culture, Heritage and Recreation request that the Manitoba Intercultural Council, as well as other regional umbrella organizations, conduct a needs assessment among ethnocultural communities to determine their requirements in terms of leadership and organizational skills with the object of enhancing organizational and community development.

RECOMMENDATION 16

We recommend that the Manitoba Intercultural Council prepare and deliver annually throughout Manitoba, a number of workshops which focus on knowledge and skill-acquisition in the area of organizational and community development; and that these workshops be structured in such a way as to tailor assistance to the particular needs of the various ethnocultural groups that request it.

C. CULTURAL RETENTION AND DEVELOPMENT

Most groups in Manitoba believe that cultural retention is central to their survival, and central to any multicultural policy. The view, prevalent in some sectors of society, that retention of culture can lead to ghettoization and isolation is rejected by the Task Force on the basis that it focuses on a traditional perspective of preservation which is altogether inaccurate. Ethnocentrism will only result if cultural groups hang on to their values and traditions while, at the same time, escaping the realities of living in a society which is composed of many and diverse cultures. It will not occur if groups are determined to grow and to enrich themselves by sharing their cultures and by learning from other cultures. Manitoba's ethnocultural communities are ready for the challenge of living in Canada while continuing to feel pride for their own traditions.

The value of a policy that stresses not merely the retention, but the development of culture stems from the belief that cultures are living organisms which are continually growing. This is why the Task Force has deliberately sought to emphasize "culture" as different from "heritage", in this context. We will not take issue with the notion that a concentration on "heritage" is desirable. We are firmly of the view, however, that heritage preservation alone freezes cultures at a specific time rather than allow them to grow, to thrive, to adapt to the Manitoba environment and to develop in exciting new ways without losing altogether their primary value.

The Government of Manitoba provides many grants for groups through its

various agencies. Although there is always room for a greater number, and larger quantities, of these grants (more on this point below - see sections on Funding), we wish to emphasize excellence in cultural development at this juncture.

RECOMMENDATION 17

> **We recommend that the Manitoba Arts Council and the Manitoba Intercultural Council jointly facilitate cultural development by providing fora for ethnocultural groups and individuals to express their artistic and literary talents and that it highlight achievement by granting special annual awards to pieces selected by representative juries of experts in the fields of fiction, non-fiction, poetry, drama, painting and sculpting, among others.**

It is only by stressing living cultures that their growth and preservation can be assured for generations to come.

The Manitoba Intercultural Council has done reasonably well in attempting to facilitate the cultural exchanges that are so necessary to achieve the goal of "learning through sharing". It can do much more. It is with this purpose in mind that the two following recommendations are offered.

RECOMMENDATION 18

> **We recommend that the Manitoba Intercultural Council in consultation with community groups, including youth, initiate and support artistic and literary activities that bring various individuals and groups together, such as conferences, symposia, workshops and cultural group exchanges on various subjects, and without regard to the amateur or professional status of the individuals concerned.**

RECOMMENDATION 19

> **We recommend that the Manitoba Intercultural Council expand support to intercultural exchanges aimed at bringing a broader cross-section of the population together informally, mainstream and ethnocultural, such as at "Let's get acquainted" social events, multicultural days, shows, exhibitions and so on.**

To many, cultural events such as Folklorama truly reflect the richness of Manitoba's population. Their importance to tourism has only been truly acknowledged recently. The government of Manitoba must continue its efforts in this direction, and expand by all means available the radius of advertising for these events, both in Canada and abroad.

RECOMMENDATION 20

> **We recommend that interethnic events such as Folklorama, The Northern Manitoba Trapper's Festival, the Ukrainian National Festival, the Icelandic Festival and the Festival du Voyageur be recognized as ideal and opportune events for individuals and groups to become acquainted with one another's culture, and that regional organizations, rural and northern centres continue to be assisted in organizing similar activities to celebrate Canada Day, National Citizenship week, Multicultural Week and so on.**

RECOMMENDATION 21

> **We recommend that the Manitoba government, through its Business Development and Tourism branch of the Department of Industry, Trade and Technology, accord interethnic events such as Folklorama, The Northern Manitoba Trapper's Festival, the Ukrainian National Festival, the Icelandic Festival and Festival du Voyageur the same degree of significance as accorded other mainstream events, in keeping with the principle that "multiculturalism is for all Manitobans".**

Culture is a precious commodity that is transmitted from generation to generation. The children and the youth of our province are the depositories and the carriers of culture and understanding. Young people, particularly must be encouraged to participate fully in appreciating each other's way of life as well as the problems that confront us.

RECOMMENDATION 22

We recommend that the Manitoba Intercultural Council and the Manitoba Ethnocultural Youth Committee encourage and support activities that bring the children and the youth of Manitoba closer together, for example camps and fora on issues such as human rights and culture, by promoting these activities in consultation with youth.

RECOMMENDATION 23

We recommend that youth from ethnocultural and mainstream groups be included, where appropriate, on advisory boards concerning education, human rights, racism and discrimination and on boards dealing with cultural programs and activities affecting Manitobans.

D. INTER-ETHNIC RELATIONS

As has been indicated earlier, the Task Force rejects the view that cultural maintenance leads to isolation of the groups, and that it is incompatible with sound intergroup relations. In fact, they must go hand-in-hand if Manitoba society is to develop in a spirit of mutual understanding and harmony. We agree that healthy inter-cultural and

inter-ethnic relations can only be assisted by legislation: groups and individuals must do their utmost to ensure that ethnocultural identification never takes precedence over respect for human rights.

On the other hand, there cannot be inter-ethnic respect if certain communities are oppressed and disadvantaged. With equality comes the confidence to share and to experience with others.

Race relations committees have been established elsewhere in the country, and to a lesser extent in Manitoba, generally with great success.

RECOMMENDATION 24

> **We recommend that organizations and service institutions such as local governments health-care facilities, police and others, establish planning committees which include representatives (youth and senior citizens as well) from the ethnocultural community, in order to increase understanding, promote good will and set the stage for the provision of culturally-sensitive services. We further recommend that priority be given to establishing committees such as these in the schools, as race relations committees, to address any concerns in interethnic relations.**

From time to time, strife between or within ethnocultural groups -- usually the product of historical factors exacerbated by current events elsewhere -- may lead to serious tensions. Although it is never easy to eradicate the suspicions of generations, we believe that our society has a responsibility, as well as an opportunity, to attempt to mediate disputes that might, if unchecked, lead to psychological and physical violence. Manitoba's

ethnocultural community has shown considerable restraint when confronted with serious difficulties of this type. However, the Task Force strongly believes that more can be done in order to prevent flare-ups which may engulf two or more of our communities.

RECOMMENDATION 25

> **We recommend that the Government of Manitoba establish mediation services through the Manitoba Human Rights Commission to handle disputes and relieve interethnic tension and that local governments be encouraged to establish race relations committees with similar functions.**

E. THE ARTS

The arts, in all their facets, are the true manifestation of the spirit of multiculturalism. Manitobans are extremely active in many areas of artistic endeavour. The fine arts and the performing arts are examples of this type of activity and they may occupy their devotees either as amateurs or professionals.

As with other areas with which it was concerned in preparing this Report, the Task Force made a serious effort to provide a policy on the role and development of the Arts in Manitoba with reference to its multicutural reality. Groups and organizations with which it consulted expressed the view that at present, there appears to be a clear cut differentiation in the province between art in general and "multicultural" art, as though they were of a different nature. It was generally held that this may be the outcome of

the very presence of a policy on multiculturalism in our province over the last twenty years, and the trend that has equated multicultural funding for the arts with sources not normally identified with the area. For instance, the Manitoba Arts Council does not see as its role to fund multicultural groups or individuals.

The system is complex. The Task Force felt that it did not have the mandate or resources to unravel a situation that goes well beyond multiculturalism and that requires very close attention (perhaps a Task Force of its own). Therefore, it decided to propose a recommendation that establishes a framework within which the state of the arts in Manitoba may be better addressed, by including many of the questions and issues that were raised by individuals and organizations, both within and without the multicultural community.

RECOMMENDATION 26

We recommend that in keeping with the principle that "Multiculturalism is for all Manitobans", the Government of Manitoba coordinate the development and implementation of a policy on the arts that addresses the following concerns:

i) what is the present relationship of the Manitoba Arts Council with the ethnocultural community and the Manitoba Intercultural Council?

ii) what are the definitions and underlying rationales for the terms "amateur", "pre-professional" and "professional" as they relate to the arts?

iii) who identifies groups and individuals that reach the level of expertise which qualifies them to be funded by any of the bodies which fund artistic endeavour; and by which criteria?

iv) how can existing arts funding bodies/departments assist in the development of organizations that wish to progress to the pre-professional level?

v) do the executives of existing arts funding bodies/departments and the Manitoba Intercultural Council meet to:

a) determine the needs of ethnocultural artists and organizations?

b) discuss implications of the concept of cultural preservation versus aesthetic development?

vi) are there areas of the arts (mainstream or ethnocultural) that can better be served by the Manitoba Arts Council than by any other agency, organization or government department?

vii) what can be done to further develop the management skills of arts organizations?

viii) what roles and responsibilities for arts funding (whether amateur or professional) are most appropriate for the various levels of government?

ix) how can funding for the arts at the municipal level be expanded most effectively?

x) is funding of the ethnocultural arts organizations adequate and is there appropriate representation of ethnocultural communities on decision-making bodies?

F. THE MEDIA

The contemporary media are the major sources of information for most citizens and, therefore, a primary socializing agency. The media provide us with the facts that we require in order to be informed; the printed and electronic media also shape our views of society, of issues and problems, and of personalities.

Clearly, it is essential that, within this framework, the media portray the issues and people in society in an objective, fair and balanced manner. Their responsibility in ensuring that myths, misperceptions and stereotypes are not perpetuated is enormous. In the past, media have sadly and all too often portrayed stereotypical images and negative representations of specific groups. Moreover, the imbalance in reporting ethnocultural concerns and the imbalance in the treatment devoted to certain groups has been widely recognized and has become the object of criticism.

The Task Force is fully aware of the sensitivities that may be aroused by these comments. It applauds all efforts the media have made in recent years to become more sensitive to the ethnocultural community, particularly visible peoples. These efforts must be continued in a deliberate manner.

In general, the government cannot and must not interfere with a free press in a democratic society. The government has an obligation, however, to ensure that its agencies do everything in their power to keep the media informed on multicultural issues.

In addition, the government can assist ethnocultural groups in their own media endeavours, for example, through television. In relation to this, the Task Force regrets the failure of recent efforts to introduce a multicultural channel in the province. It applauds the efforts made by ethnocultural groups to reach Manitobans in their own heritage languages through the medium of community channels. It believes that this sound approach should be followed in attempting to reach other Manitobans outside Winnipeg.

For instance, the Task Force was very impressed with a suggestion made at a hearing that one of the most effective ways to eliminate sterotypes is the use by the media of the opportunity offered by ordinary as well as extraordinary role models within the ethnocultural community. These individuals by their example can be most effective in tearing down barriers of misunderstanding, while at the same time reinforcing group pride.

RECOMMENDATION 27

We recommend that the Manitoba Intercultural Council include the following initiatives in their public relations activities:

i) that the Manitoba Intercultural Council, together with regional ethnocultural organizations ensure media access to interesting articles, detailing accomplishments of individuals, not for the purpose of representing token examples of their respective cultures, but to demonstrate the variety of experiences and activities of the people, young and old, and of all walks of life, in our communities;

ii) that the Standing Committee on Media and Communications of the Manitoba Intercultural

Council conduct a media watch for the purpose of maintaining links with all forms of media throughout Manitoba and that this committee, in consultation with ethnocultural groups, bring to the attention of all media involved, its opinion where the media have failed to portray an ethnocultural group fairly;

iii) that the Standing Committee on Media and Communications discuss with media management the possibility of implementing workshops and seminars to sensitize administrative staff, reporters and other media personnel to the concerns of ethnocultural groups, and their portrayal in the media;

iv) that the Manitoba Intercultural Council, in cooperation with the Department of Culture, Heritage and Recreation, encourage and facilitate the continued involvement of ethnocultural groups in programming on community access channels throughout Manitoba.

v) that the Manitoba Intercultural Council together with ethnocultural groups and the access channels, facilitate the coverage of ethnocultural programs in both official languages, in addition to regular programming in the ancestral languages. The inclusion of heritage language instruction on these programs could also stimulate interest and involvement by all Manitobans;

vi) that the Manitoba Intercultural Council provide, or arrange, for assistance to ethnocultural groups throughout Manitoba, in the development of resources and programming expertise;

vii) that the Manitoba Intercultural Council continue its media-watch presentations to the Canadian Radio and Television Commission (CRTC) and that these interventions to the CRTC be conducted on an annual basis.

The provision of advertising through the media offers the government an opportunity to address the interests of the multicultural reality of the

province. Manitoba has had a guideline in place since 1984, whereby the ethnocultural press is awarded advertising contracts. This guideline must be maintained and strengthened.

RECOMMENDATION 28

> **We recommend that the Government of Manitoba continue the policy of recognizing the ethnocultural reality of this province in its advertising and communications programs and that, the government encourage all private sector firms to comply with the government's advertising and communications guidelines with reference to ethnocultural peoples. We further recommend that the hiring and continued provision of services to the government by such private firms be made conditional upon their compliance with these government policies.**

RECOMMENDATION 29

> **We recommend that the Government of Manitoba in consultation with representatives from the ethnocultural media, enhance and expand its present policy of awarding advertising contracts to the ethnocultural media and that the government require that all communications departments used by government departments agencies and crown corporations, implement an outreach program for ethnocultural media, to facilitate their inclusion on the media suppliers' list.**

G. OFFICIAL LANGUAGES

The Task Force strongly supports the linguistic duality of Canada. Manitoba is a multicultural province within a limited bilingual framework. Given the nature of this Report, which emphasizes the multicultural character of the province, our comments in this section will be limited to examining the

role of the French and English languages and services provided by government agencies in those languages.

To begin with, providing opportunities for learning either of Canada's two official languages is important to those not familiar with either English or French. A working knowledge of either language will assist new Manitobans as they settle into their new province and country. It is evident that for practical reasons, acquisition of English has been deemed of primary importance for recent immigrants and refugees. Those with a French language background seldom have a choice of sending their children to French schools either because one is not available in their area of residence or because immigration workers and officials direct them to English schools. Opportunities must be provided for these immigrants and refugees to have greater flexibility in their choice of an education for their children.

Similarly, provision of services in French by the Immigration and Settlement branch of the Department of Employment Services and Economic Security appear to be at best spotty and needs to be strengthened. Finally, for those who desire it, instruction in French as a second language should be available.

RECOMMENDATION 30

We recommend that the Manitoba Department of Education adopt a policy that continues to facilitate official language instruction during school hours as well as after school hours and that education in either official language be made more accessible and more readily available so that Manitobans who wish to pursue their education

and/or participate in the workforce in either official language, as well as Manitobans who speak neither English nor French, may receive equal assistance and encouragement in acquiring an official language of their choice.

RECOMMENDATION 31

We recommend that the Government of Manitoba increase financial support and assistance with educational resource materials and in-services to community organizations to establish and maintain instructional programs in English as a Second Language (ESL) and in French as a Second Language (FSL).

RECOMMENDATION 32

We recommend that all organizations, government departments and agencies, responsible for the settlement and adaptation needs of newcomers, be required to provide services in French as well as English.

H. FUNDING OF MULTICULTURAL ACTIVITIES

Financial support of ethnocultural activities is an essential feature of current government policy. Grants are available from the Department of Culture, Heritage and Recreation for a variety of purposes (see Appendix A). In addition to this, the Manitoba Intercultural Council is the recipient of a percentage of funds from the Manitoba Lotteries Commission, and then distributes these funds through its Community Resources Allocation Committee.

The Task Force heard numerous concerns in its public hearings about the fairness with which these latter grants are distributed to the various groups

and organizations that request them. We have no reason to believe in a direct way that the Community Resources Allocation Committee is not allocating these funds adequately and with fairness. However, it is our belief that in order for justice to be done, it must be perceived to be done.

It is for this reason that the Task Force is recommending a major overhaul in the grant distribution system. The creation of a Multicultural Grants Commission is recommended to accomplish two goals: firstly, to ensure the coordination of the granting process, by centralizing all sources of funding distinctly earmarked for multiculturalism, thereby facilitating the process of application for funding; secondly, by allowing an independent body, without official ties to any particular organization, to make decisions based on need, merit and past performance.

The Manitoba Intercultural Council was never given legislative authority to distribute grants. Its role was meant to be that of an advisory body to the government and it appears, by implication, an advocate of the interests of ethnocultural groups before government. We will have more to say on these two important roles later in the Report.

Should the government be of the view that grant distribution remain within the purview of the MIC, then provision should be made in the Act to assure that merit, need, performance and relative equality of distribution become the bases of judgement.

RECOMMENDATION 33

We recommend that the Government of Manitoba establish a funding body, named the Multicultural Grants Commission which will be responsible for streamling and eliminating duplication in the allocation of funding to ethnocultural organizations by ensuring the equitable distribution of such funding, based on need, merit and past performance and that the Manitoba Intercultural Council relinquish its responsibility for funding ethnocultural community organizations by dissolving the Community Resources Allocation Committee. We also recommend that the proposed Multicultural Grants Commission include representatives from ethnocultural communities, both in and outside Winnipeg and that the Manitoba Intercultural Council be asked to participate in the activities of the proposed Commission. We further recommend that annual reports be made available by the Commission which list not only the groups that received assistance, but the nature of their request for funding and the use made of the grants by these and other groups during the previous fiscal year. Finally, we recommend that the Commission be served by a secretariat made up of personnel currently employed in the Department of Culture, Heritage and Recreation.

Finally, it is our opinion, based on several submissions, that monies currently earmarked by the Manitoba Lotteries Commission are insufficient to meet the needs of the multicultural community, both in Winnipeg and elsewhere. Without denying the merits of the other programs supported by this funding, we would urge the commission to re-examine the value of the contribution to the ethnocultural communities with a view to increasing that allocation.

RECOMMENDATION 34

We recommend that the Manitoba Lotteries Commission allocate a higher proportion of funding for multicultural purposes and that multicultural resource and service organizations such as the Manitoba Multicultural Resources Centre and the Multicultural Education Resources Centre as well as regional organizations be included as recipients of funding.

I. SPECIAL REGIONAL (NON-WINNIPEG) CONCERNS

A comprehensive policy on multiculturalisms would be seriously flawed and imcomplete if it did not address the main concerns of communities living outside the City of Winnipeg. To a very great extent, if not completely, a policy which is deemed to be for all Manitobans must be very particularly geared to assist the growth and good health of Multiculturalism in the Province outside Winnipeg. These communities, although often vibrant, lack the resources available in the Capital to achieve their goal and objectives with the same relative ease that Winnipegers do. The Provincial government and its agencies must ensure that, to the greatest extent, these communities are provided with the same services and opportunities as communities in Winnipeg. All programs must be clearly accessible to all.

It is for these reasons that the Task Force (in addition to recognizing these regional organizations in their own right elsewhere in this Report) is proposing a few specific policies for the preservation and encouragement of the ethnocultural communities living elsewhere in the Province. This is not meant to grant them special status, but to allow them to be equal participants in the Manitoba mosaic.

RECOMMENDATION 35

We recommend that all services provided in the City of Winnipeg be available to multicultural associations elsewhere in the Province where the members warrant it (e.g., Brandon, Thompson, Dauphin), and that ethnocultural groups forming outside these centres be encouraged and given financial assistance to make contacts with those centres and groups closest to them.

RECOMMENDATION 36

We recommend that the proposed Multicultural Grants Commission ensure the fair and equal distribution of funding to organizations outside the City of Winnipeg. We further recommend that the proposed Multicultural Grants Commission, in cooperation with the Manitoba Intercultural Council, keep all ethnocultural organizations, including those outside Winnipeg fully informed and promptly notified of resources and opportunities currently available to them.

RECOMMENDATION 37

We recommend that the Manitoba, Government, recognizing that Multiculturalism is for all Manitobans, pursue the implementation of a policy which is fair to all Manitobans, regardless of location, and that it so instruct its departments and fund-allocation agencies.

IV. THE SOCIAL AND ECONOMIC INTEGRATION COMPONENT OF A POLICY ON MULTICULTURALISM

A policy on multiculturalism for the next decade of Manitoba's development as a province could not be complete if it did not offer new vistas

and possible solutions to the systemic barriers to participation and integration which are still very much a part of our society. Although to some extent these barriers exist for members of all ethnocultural groups, the problem is particularly acute when relating the experiences of the Aboriginal people, visible peoples, and becomes compounded when these minorities are also women.

Equality is a fundamental and universal human right which is based on the principle of social justice. It entails equal opportunity and equal results, allows full participation and permits no barrier to access. In the absence of full equality in a multicultural society, ethnocultural minorities are faced with a number of barriers or conditions which limit the degree to which they are able to participate in, or be included in society. Ethnocultural peoples who experience racism and sexism, in addition to other conditions which may limit their participation, are thus prevented from becoming full-fledged citizens. Therefore, equality measures intended to eliminate or minimize the barriers to full social and economic participation, must focus on those persons who are experiencing multiple barriers.

One cannot seek guarantees of equality in traditional human rights principles, since the main focus of those principles and policies has been directed toward the elimination of discrimination and the provision of remedies to the victims of discrimination. Current policies are based on the assumption that fundamental human status is absolute and universal and that discrimination should be eliminated because it is a threat to the enhancement of human status. In terms of traditional human rights principles, culture is

rarely seen as a limiting factor or as a barrier to participation. Today, culture is seen as a critical component.

Ethnocultural minorities in a multicultural community must have and enjoy the benefits of absolute and universal human status. If we are to retain and protect a multicultural society that includes, develops and maintains ethnocultural communities, we must be prepared to develop and implement public policy that will enable us to retain our distinct cultural identities. The challenge in the achievement of social and economic equality, is to insist upon universal human status as an absolute value and to take steps to eliminate perceptions of differences as a justification for discrimination. We must also promote, protect and develop cultural pluralism in all its facets (including economic and social integration) as public policy. In other words, ethnocultural communities and individuals must have positions of equality if there is to be fairness and justice in a multicultural society.

The Task Force has identified three major policy directions that the Government of Manitoba should follow if we are to become a truly multicultural province. These fall in the areas of affirmative action, human rights and immigrant/refugee settlement and adaptation.

A. AFFIRMATIVE ACTION

Although frequently used today by both proponents and detractors, the term Affirmative Action is by no means self-explanatory or used in the same

way by everyone. We mean by this term

> "taking positive steps to achieve equal employment opportunity. In the Manitoba Civil Service affirmative action is a systematic approach to the identification and elimination of barriers encountered in employment by people from four target groups, namely, Women, Aboriginal peoples, people with disabilities and visible minority peoples". (Civil Service Commission definition).

This definition denotes that results-producing procedures must be instituted to ensure that positive results are obtained and that the good of a representative workforce is achieved within a specified period of time.

Some progress in principle can be reported in affirmative action programs undertaken by the provincial civil service since the introduction of the Equal Employment Opportunity program in 1980. This program now includes visible people of ethnocultural background, as well as women, the physically disabled and aboriginal peoples. However, a recent study commissioned by the Manitoba Association for Rights and Liberties, entitled "Affirmative Action - Where is the Action?" has drawn attention to several problems associated with the program. First, no provision exists currently to ensure adequate representation by the target groups on government affirmative action committees. Second, and most significant, no service - wide goals or timetables are currently in place to ensure that the objective of affirmative action is carried out in a deliberate viable way. Third, there is a belief that affirmative action programs are not being adequately advertised either for those entering the civil service or for those who are already employed by government.

It is clear that affirmative action cannot succeed if these problems are not addressed. Therefore, the Task Force is proposing that some changes be implemented through the following recommendations. These recommendations are in essence drawn from the study noted above.

RECOMMENDATION 38

> **We recommend that the Government of Manitoba and the Manitoba Government Employees Association include target group representation with clear procedures to ensure that women who are members of the target groups are represented on affirmative action committees (Joint Council, Central Affirmative Action Committee, and Department Affirmative Action Committees) in the Civil Service.**

RECOMMENDATION 39

> **We recommend that the Government of Manitoba establish service-wide goals and timetables for achieving a representative civil service and that it require departments to include measurable goals and timetables for the attainment of full participation of all target groups in all job classifications within the next decade.**

RECOMMENDATION 40

> **We recommend that the Government of Manitoba, establish an effective communication program to inform its employees and target groups of the objectives of Affirmative Action. It is of particular importance that persons in positions of responsibility in hiring, promoting, and dismissing employees understand and support this policy.**

RECOMMENDATION 41

We recommend that, in order to facilitate full participation by visible people within the next decade, services be provided by the Government to assist departments in preparing action plans and in training departmental staff for the implementation of departmental plans and the service-wide program.

RECOMMENDATION 42

We recommend that the Government of Manitoba, as part of its proposed comprehensive policy on Multiculturalism, state categorically, that all civil service positions are open to all Manitobans; additionally, that the Government set a full-fledged comprehensive strategy, in collaboration with the Civil Service Commission and all Departments of Government through their Deputy Ministers, to implement Affirmative Action that enables target groups to obtain a larger share of civil service positions at all levels of classification.

Although Manitoba's Crown Corporations were advised by the Government, as long ago as 1983 that they were expected to implement strategies of Affirmative Action, similar to those in effect in the Civil Service, there is little evidence of significant progress in these corporations.

RECOMMENDATION 43

We recommend that each Crown Corporation of the Government of Manitoba be required to establish an Affirmative Action implementation framework similar to the one proposed for government departments as in recommendation 39.

The Task Force believes that the provision made in section 56 (1) of the new Manitoba Human Rights Code which allows the government to issue regulations with respect to contract compliance is a step in the right direction and should be commended. We propose that the next step in requiring compliance be taken now.

RECOMMENDATION 44

> **We recommend that the Government of Manitoba state as its policy that all suppliers and contractors of government are expected to have personnel policies which permit individuals from groups identified as target groups for the purpose of Affirmative Action to have equal accessibility to jobs within those companies. Because these contracts involve the expenditure of public funds, we recommend that the Department of Government Services require that these programs be in place for contracts of a minimum value of $75,000.00 and consider their existence and performance in the awarding of contracts before the minimum mandatory figure. Results are to be reported annually.**

Very few, if any, government-funded organizations currently have collective agreements or policies which give preferential treatment, all things being equal, to members of ethnocultural groups, particularly visible peoples and women.

RECOMMENDATION 45

> **Therefore, we recommend that the Government of Manitoba encourage all private and public organizations that receive provincial funds to implement Affirmative Action programs and that the Government carefully monitor these programs; and in the event these organizations do not respond to these requests within the next three years, that**

the Government of Manitoba enact legislation to extend mandatory affirmative action to the following sectors: a) universities, b) health care facilities, c) school divisions, d) municipalities, e) all other semi-public or private organizations that receive provincial funding, including ethnocultural organizations.

B. HUMAN RIGHTS EDUCATION

The Human Rights Commissions, Federal and provincial, have long argued for funds to promote Human Rights through education. Presently most of the Commission's work is enforcement-related and reactive, not proactive. Additional funding should be granted for proactive initiatives, such as joint development of curriculum materials with school Divisions and the Department of Education, conferences on human rights, public education programs publicizing and promoting The Charter of Rights and Freedoms, the Manitoba Human Rights Code, and The United Nations Declaration.

RECOMMENDATION 46

The Task Force, therefore recommends:

i) that thirty (30) percent of the budget of the Manitoba Human Rights Commission be allocated to the expansion of its education component and that the existing budget be increased by 30 percent to establish the funding requirement and that the overall budget be increased to 30 percent of the Attorney General's Department budget;

ii) that the educational component of the Human Rights Commission be strengthened;

iii) that a program of human rights education be developed for widespread implementation in the public schools curriculum;

iv) that human rights education be required in industrial settings, especially among those industries which hire a high proportion of newly-arrived immigrants and refugees; and

v) that specific government departments with responsibilities for the delivery of services require their personnel to attend an orientation course that informs them of individual rights that are derived from the Charter of Rights and Freedoms and the Manitoba Human Rights Code.

C. SETTLEMENT, ADAPTATION OF IMMIGRANTS AND REFUGEES

To a great extent, newcomers to the province encounter great difficulties in settling in to their new environment. The Governments of Canada and Manitoba have currently a number of programs to assist in this process. While immediate physical needs are taken care of adequately in most cases, the Task Force is concerned that, particularly in communities outside Winnipeg, newcomers face other problems of adaptation that governments must address. Often, federal and provincial programs do not appear to be complementary of each other's efforts. Government must ensure that disputes regarding jurisdictions do not adversely affect newly-arrived immigrants to the province and that programs are coordinated at the senior level so that field workers do not find themselves at a loss in seeking assistance for their clients.

RECOMMENDATION 47

We recommend that the Manitoba Department of Employment Services and Economic Security, in conjunction with the Canadian Employment and Immigration Commission, provide an inventory of

instances where jurisdictional disputes have occured over the last ten years involving new Manitobans, and that the Ministers of the Federal and Provincial Departments establish mechanisms whereby these disputes may be resolved at the provincial/regional level, and in such a way that the needs of immigrants and refugees remain of paramount concern.

The new immigrants have particular problems in finding employment that reflects their qualifications and the training gained outside of Canada. While cognizant of the difficulty in obtaining automatic accreditation, the Task Force agrees with a recent Manitoba Intercultural Council recommendation that the need exists to allocate more resources to study this problem and to find adequate solutions.

RECOMMENDATION 48

We recommend that the Minister of the Manitoba Department of Employment Services and Economic Security, in cooperation with the Ministers of the Manitoba Departments of Labour and Education, examine the present entry requirements of professions and trades in Manitoba to determine the basis of certification requirements obtained abroad and which have been met by new Manitobans in their former countries of residence. We further recommend that the process of accreditation be accelerated to provide an easier transition into full participation in Manitoba society.

V. THE ADMINISTRATION OF THE POLICY ON MULTICULTURALISM

The Task Force has examined very carefully the existing governmental structures involved in multiculturalism. A great deal can be accomplished with little additional bureaucracy to implement the policies recommended in this Report. The Task Force believes that multiculturalism, which is for all Manitobans, and spans across existing provincial departments in most cases, would not gain from the creation of a Department of Multiculturalism. It is our belief that such a full-fledged and separate department would likely lead to isolating the concerns of the ethnocultural communities and would make it difficult to coordinate with other departments in its efforts to ensure that multiculturalism would be truly perceived as a policy affecting all government departments and their relations with the public.

Having said this, however, the Task Force strongly supports the contention that a focus on multiculturalism by government is essential if the policies to be developed are to be enunciated, pursued and expected to succeed. To put it succinctly, the dilemma confronting the proper administration of multicultural policies is that multiculturalism needs to be decentralized throughout government, while a structural focus is required for this to be accomplished. There is currently no Minister formally responsible for Multiculturalism. Although there is an Ethnocultural Affairs Committee of Cabinet, it has no secretariat per se, and is assisted by a single individual, the multicultural co-ordinator, whose job description has not been clarified. There is, in effect, no government structure designed to promote and effect management of multicultural affairs within government. The only body

presently in existence is a legislated crown corporation which is community-based, the Manitoba Intercultural Council (MIC).

While it is our view that the MIC's role can, and should be re-defined and strengthened, it cannot, and should not be expected to ensure that multicultural policies are enunciated and implemented appropriately throughout government. There must be an infrastructure within government, and responsible to government, which supervises the many activities connected with multiculturalism, and advises the Minister as well as the proposed Multicultural Affairs Committee of Cabinet about the initiation and status of government policies within as well as across departments. (See Diagram 1).

A. MINISTER RESPONSIBLE FOR MULTICULTURALISM

Multiculturalism has currently a tenuous legal status in the province. The Minister of Culture, Heritage and Recreation, (the department that has been most closely associated with multiculturalism in the past) is both the chairperson of the Ethnocultural Affairs Committee of cabinet and the person whom the MIC advises. The Minister is generally regarded as the chief spokesperson of ethnocultural concerns in Cabinet. Similarly, the Deputy Minister of Culture, Heritage and Recreation chairs the meeting of the Inter-departmental staff committee on Multiculturalism.

The Task Force has carefully examined the existing situation. It is essential, in our opinion, that multiculturalism receive the status it deserves within the Executive Council. Responsibility for the area must rest

within the sphere of a Minister of the Crown. In a fashion not dissimilar to the Minister responsible for the Status of Women, who coordinates the affairs of the area within government, a government policy which focuses on multiculturalism requires that one individual be primarily responsible for the initiation and implementation of that policy.

RECOMMENDATION 49

We recommend that the President of the Executive Council of Manitoba name a Minister of the Manitoba Government as the Minister responsible for Multiculturalism.

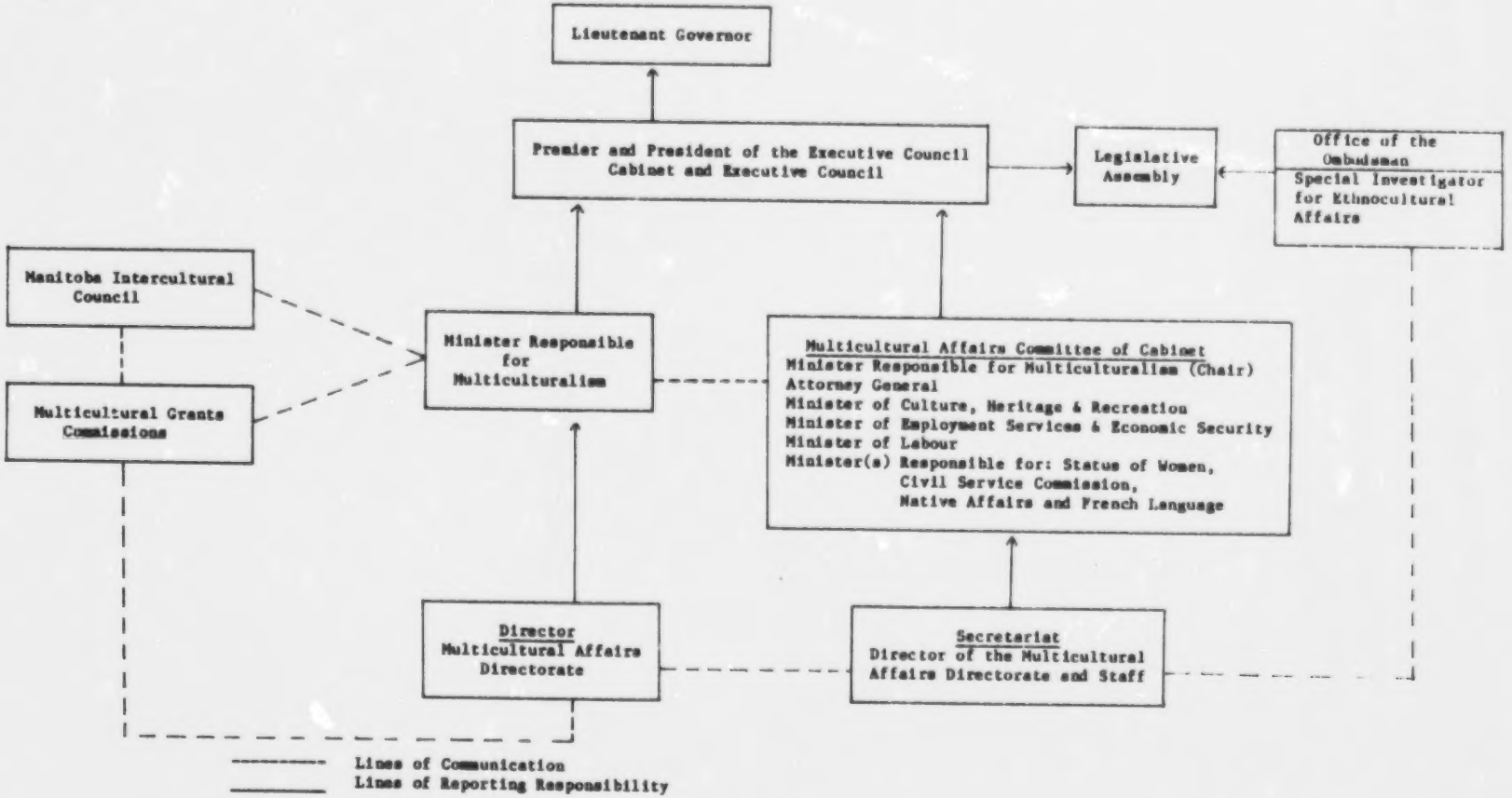
B. THE MULTICULTURAL AFFAIRS COMMITTEE OF CABINET

The Ethnocultural Affairs Committee of cabinet has been in place for a number of years. It became a useful tool for the emergence and discussion of problems and issues associated with the general area of multiculturalism. The Task Force believes that a revamped, broadened, and strengthened committee will go a long way toward ensuring that multiculturalism remains an important item in the government agenda and that adequate co-ordination of government policy is possible.

RECOMMENDATION 50

We recommend that the Ethnocultural Affairs Committee be retained and that it be renamed the Multicultural Affairs Committee of Cabinet.

Diagram I



Note: Only primary lines of communication and responsibility are noted: It could be argued that, strictly speaking, some lines of communication denote reporting responsibility.

RECOMMENDATION 51

We recommend that the Multicultural Affairs Committee of Cabinet (MACC) include the Attorney-General, the Ministers of Labour, Employment and Economic Security, Culture, Heritage and Recreation as well as the Ministers Responsible for Native Affairs, French Language Services, Status of Women and the Civil Service Commission, that this Committee act as the policy-coordinating and implementation body of Cabinet in the area of multiculturalism that it be chaired by the Minister responsible for multiculturalism and that it be assisted by a Secretariat composed of the Director of a Multicultural Affairs Directorate and staff, as appropriate.

C. THE ADMINISTRATION OF MULTICULTURALISM

As has been indicated in the introduction to this section, an adequate implementation of a multicultural policy does not require a heavy dose of bureaucracy. On the other hand, it is unfair to expect that one single individual -- the Multicultural Coordinator -- can perform the function of coordinating the implementation of the ever-widening set of policies that have already been approved -- and are likely to be approved in the future.

An administrative infrastructure within government is required. This structure would advise the Minister and the Multicultural Committee of Cabinet, and coordinate the implementation of government policies, among other functions. The Task Force believes strongly that re-deployment of current staff from various departments that are particularly concerned with multiculturalism would be sufficient to fill the few positions that the proposed Multiculturalism Affairs Directorate would require.

The Task Force considered alternative structures. It rejected the view that a Department of Multiculturalism should be established, on the grounds that similar departments elsewhere have become over-bureaucratized, have isolated communities within the government, and have largely lost sight of the purpose for which they were created. It also rejected the option of maintaining a small secretariat within the Multicultural Affairs Committee of Cabinet because the responsibility lines of this staff would become very diffused, without a particular Minister to whom it would report.

Most importantly, the formation of a Multicultural Affairs Directorate is being proposed because it will heighten awareness of multiculturalism in government. A Director, with a status similar to that of a deputy minister, would be more likely to receive the proper attention of his/her colleagues than one whose status is unlike that of other deputy Ministers -- whether the status is perceived as inferior or superior.

RECOMMENDATION 52

We recommend that the position of Multicultural Coordinator be rescinded.

RECOMMENDATION 53

We recommend that a Multicultural Affairs Directorate be established with the Director having a rank in line with the rank of the Deputy Minister. The Mandate of the Directorate should be as follows:

General:

i) coordinating of multicultural research (federal, provincial international, and/or non-Canadian, as appropriate).

ii) developing, communicating and evaluating government programs, policies and legislation in order to ensure the enhancement, development and preservation of ethnocultural communities and the equality of status of ethnocultural persons.

iii) providing support for the Minister responsible for Multicultural Affairs and the Multicultural Affairs Committee of Cabinet.

iv) assuming a leadership role by assisting government departments and agencies, crown corporations, the private sector, and the community to eliminate systemic discrimination, enhance services, and increase social and economic opportunities for ethnocultural persons.

v) assuming responsibility for ensuring that the initiatives and policy recommendations of the Directorate reflect the concerns and needs of the ethnocultural communities and persons from many perspectives, including but not limited to, the political, societal, economic and legal spheres.

vi) conducting policy research, analysis and development in order to :

a) identify gaps in policies, programs and legislation which may discriminate against ethnocultural communities and/or persons;

b) analyze and monitor proposed and existing policies, programs and legislation to identify their impact on ethnocultural communities and/or persons;

c) provide comprehensive research data, position papers, briefs and background materials as required;

d) work with government departments and appropriate bodies which will enhance the status of ethnocultural communities and or/persons;

e) monitor and evaluate developments in Manitoba and other jurisdictions which affect the status of ethnocultural communities and/or persons.

vii) monitoring the level of the grant distribution system intended for multicultural communities to be dispensed by the Multicultural Grant Commission.

Federal, Provincial and Territorial Relations

a) preparing of action strategies and position papers as directed by the Minister responsible for Multicultural Affairs.

b) preparing position papers and briefings for the minister responsible for multiculturalism.

c) working with the federal/provincial/ territorial departments and/or committees on matters pertaining to ethnocultural communities or persons.

d) working with the federal/provincial/ territorial secretariat, departments or other appropriate bodies to ensure consistency of policy presented at the federal level.

e) preparing position papers and briefings for the Premier of the province.

Inter-departmental relations

i) coordinating and analyzing government responses regarding issues affecting the status of ethnocultural communities and/or persons and communicate the findings;

ii) establishing and working closely with inter-departmental committees to develop policy recommendations that will provide equal opportunities for the ethnocultural persons of Manitoba;

iii) providing advice to government departments on the implications of policies, programs and legislation that affect the status of ethnocultural communities and/or persons; and

iv) communicating to government departments information on issues of concern to ethnocultural communities and/or persons.

Public Communication

i) developing and maintaining an overall communication strategy for the Directorate;

ii) communicating government policies and responses regarding issues affecting the status of ethnocultural communities or persons;

iii) informing the public of activities of the Directorate;

iv) responding to public requests for information;

v) consulting with the ethnocultural communities, particularly the Manitoba Intercultural Council and others on special issues;

vi) preparing a quarterly newsletter on multicultural initiatives of government;

vii) preparing background notes for speech preparation; and

viii) developing and coordinating media relations in conjunction with the Minister responsible for Multicultural Affairs.

RECOMMENDATION 54

We recommend that the Interdepartmental Staff Committee associated with ethnocultural concerns be retained; that its composition conform to the political composition of the Multicultural Committee of Cabinet and that it be chaired by the Director of the Multicultural Affairs Directorate.

D. THE MANITOBA INTERCULTURAL COUNCIL

The Manitoba Intercultural Council (MIC) has been the subject of a great deal of controversy. Proponents and detractors of the body abound. Both were evident throughout the public hearings held by the Task Force as well as in other meetings with government personnel.

The MIC has performed admirably in its role of advisor to the Minister since its inception in 1983. The Council is of the view that very frequently the Ministers did not respond to the advice offered. We believe this problem must be addressed: the morale of an organization suffers when its primary role is either questioned or neglected.

It is clear that the MIC has been moving toward developing a new role, which it did not have in the Act that established it: that of advocacy of the interests of the communities that it represents. We believe that the growth of this role is appropriate and that it must be acknowledged in the legislation. Indeed, several of the recommendations throughout this Report recognize the many facets of the advocacy and representation role of the MIC.

As so often happens with organizations led by volunteers, the full-time staff is heavily depended upon for information, advice and policy implementation. Short of providing full-or part-time appointments for the Executive of the MIC, this problem remains intractable. We believe that ultimately, responsibility for policy-making must rest with the Council and that it must seize the opportunities available to enhance its own role; a role that is critical in the proper development of multiculturalism.

The Task Force is confident that its recommendations throughout the Report have strengthened the functions of the MIC. These functions, we hold, must be of an advisory and advocacy nature.

RECOMMENDATION 55

We recommend that the Manitoba Intercultural Council (MIC) be retained pursuant to the Manitoba Intercultural Council Act. The Council's current role as an advisory body to the Manitoba Government, operating at arms' length from government should be reaffirmed and strengthened. The Manitoba Government, through the Minister of Culture, Heritage and Recreation should continue to refer matters to the Council for subsequent advice (as per Section 15 of the Act), and continue to meet with the Council at least once a year (Section 22 (2)). We further recommend that the Minister be requested to respond in writing to the issues raised and advice offered by the MIC from time to time in order to strengthen the advisory role of the MIC.

RECOMMENDATION 56

We recommend that the regional coordination of the Manitoba Intercultural Council's administrative function be handled cooperatively with the regional offices of the Manitoba Department of Culture, Heritage and Recreation, as well as with the appropriate regional multicultural organizations.

RECOMMENDATION 57

We recommend that Section 3 of the Maniotba Intercultural Council Act be amended to provide the Council with an additional mandate to act as advocate on behalf of the ethnocultural communities.

RECOMMENDATION 58

We recommend that the following specific functions, as outlined elsewhere in this report, and summarized below, be assumed by the Manitoba Intercultural Council in accordance with its role as advisor to government and its proposed mandate as advocate for ethnocultural communities:

i) determining the needs of ethnocultural organizations with reference to leadership and organizational skills (Recommendation 15, page 39);

ii) facilitating the operation of, and providing assistance to a representative jury of experts who will select award winning artistic and literary pieces produced by ethnocultural groups and individuals. Recommendation 17, page 40);

iii) expanding support to inter-cultural exchanges which bring Manitobans together (Recommendation 19, page 41);

iv) developing and supporting activities that bring Manitoba Children and Youth together, such as camps (Recommendation 22, page 43);

v) supporting cross-cultural conferences to promote further understanding and respect among Manitobans for the variety of cultures in Manitoba (Recommendation 9, page 33);

vi) ensuring media access to interesting articles, detailing accomplishments of individuals, not for the purpose of representing token examples of their respective cultures, but to demonstrate the variety of experiences and activities of the people, young and old, and of all walks of life, in our communities (Recommendation 27(i), page 49);

vii) conducting a media watch for the purpose of maintaining links with all forms of media throughout Manitoba and that this committee, in consultation with ethnocultural groups, bring to the attention of all media involved, its opinion where the media have failed to portray an ethnocultural group fairly (Recommendation 27(ii), page 49);

viii) discussing with media management the possibility of implementing workshops and seminars to sensitize administrative staff, reporters and other media personnel to the concerns of ethnocultural groups, and their portrayal in the media (Recommendation 27(iii), page 49);

ix) encouraging and facilitating the continued involvement of ethnocultural groups in programming on community access channels throughout Manitoba (Recommendation 27(iv), page 49);

x) facilitating the coverage of ethnocultural programs in both official languages, in addition to regular programming in the ancestral languages (Recommendation 27(v), page 50);

xi) providing, or arranging, for assistance to ethnocultural groups throughout Manitoba, in the development of resources and programming expertise (Recommendation 27(vi), page 50);

xii) continuing its presentations of briefs to the Canadian Radio and Television Commission (CRTC) and that these intereventions to the CRTC be conducted on an annual basis (Recommendation 27(vii), page 50);

xiii) making its services and resources more available and accessible to multicultural organizations throughout rural and Northern Manitoba (Recommendation 35, page 57);

xiv) keeping all ethnocultural organizations, including those in rural and Northern Manitoba informed about resources and opportunities currently available to them (Recommendation 36, page 57);

xv) working through the regional offices of the Department of Culture, Heritage and Recreation to expedite the coordination of regional administration (Recommendation 56, page 77);

xvi) providing data as requested by the Multicultural Affairs Committee of Cabinet for the purposes of evaluation and decision-making.

xvii) preparing and delivering annually, a number of workshops throughout Manitoba which focus on knowledge and skill acquisition in organizational and community development (Recommendation 16, page 39); and

xviii) initiating and supporting artistic and literary activities that bring various individuals and groups together (Recommendation 18, page 41).

RECOMMENDATION 59

We recommend that the Minister Responsible for Multiculturalism evaluate the position description and function of the Chairperson, Executive and the Executive Secretary of the Manitoba Intercultural Council and clarify the relationship between the Executive Secretary, the Chairperson and the Executive of the Council, with a view to strengthening the position of the Chairperson and the Executive.

Given the concerns raised about the accountability of the MIC to the community as well as the Government, the Task Force is firmly convinced that the operation of the Council must be open to the scrutiny of the community it serves. We believe that an annual report on financial expenditures would go some distance in meeting these concerns.

RECOMMENDATION 60

We recommend that the MIC be subject to a detailed annual external financial audit. The results of this audit are to be made available to all members of the Council.

E. THE CIVIL SERVICE COMMISSION

The role of the Civil Service Commission in enhancing the presence of the ethnocultural community in government has been dealt with elsewhere in this Report (See section on Affirmative Action).

One area of some importance remains to be considered. The Task Force wishes to make two recommendations that will assist greatly in the operations of the Civil Service in relation to general ethnocultural matters, tourism and foreign trade.

RECOMMENDATION 61

We recommend that the Civil Service Commission take into consideration and regard those applicants for employment with the Manitoba Government, who are proficient in more than one language, as having additional qualifications in terms of their being able to provide equal services to a larger proportion of Manitobans.

RECOMMENDATION 62

We recommend that the Government of Manitoba identify the language resources available within the Civil Service with a view towards establishing and maintaining a language bank for use by government departments, agencies and crown corporations as well as by external organizations, businesses and individuals.

F. THE OMBUDSMAN

The Task Force is very impressed with the Ontario experiment, initiated about a year ago, of entrusting the office of the Ombudsman with the responsibility of mediating, and generally investigating, disputes that may arise in the relations between members of the ethnocultural communities and members of the provincial civil service. This new initiative appears to have worked well thus far in that province. Although the services of the ombudsman are now available to all Manitobans, ethnocultural communities, and particularly visible peoples, would gain greatly from the presence of a Special Investigator dealing with any problems they may encounter.

RECOMMENDATION 63

> **We recommend that the Legislative Assembly of Manitoba provide the office of the Ombudsman with additional resources in order that a Special Investigator for Ethnocultural Affairs be appointed who will serve as the primary contact with ethnocultural communities to ensure that government personnel offers fair treatment to them, and that the individual appointed to the position maintain close liaison with the Director of the Multicultural Affairs Directorate.**

VI. THE FUTURE: TOWARD A MULTICULTURALISM ACT AND BEYOND

Ethnocultural communities and the individuals who compose them have grown and prospered under enlightened governments. The Task Force believes that the recommendations made in this Report, if implemented, will be instrumental in enhancing the circumstances in which our communities operate

and in assuring them of a prominent place in the development of Manitoba society.

The Task Force considered very carefully the implications of drafting its own Multicultural Act as one of its recommendations. It came to the conclusion, however, that this is a task best left to our political leaders and legislators, whose role consists after all, of initiating and refining legislation. The Task Force believes that it has provided sufficient evidence as well as action-oriented ideas in this Report to serve as guidelines for future legislation. Needless to say, the Report will be greeted by additional ideas, responses and criticisms that the government may wish to take into account, prior to initiating the process of bringing legislation to bear on these matters.

Of one thing we are certain. The government must make a commitment to the notion of multiculturalism in this province in all the facets outlined in our Report. This commitment must be followed by the implementation of a policy that is just and equitable in its treatment of all our citizens; a policy that acknowledges the special barrriers to participation facing many members of our community and a policy that takes pride in the past accomplishments and future promise of our ethnocultural communities, a policy that makes individuals from these communities an integral part of Manitoba.

RECOMMENDATION 64

We recommend that at the earliest opportunity, the Government of Manitoba establish a legislative working group to explore the introduction of an

Act respecting Manitoba Multiculturalism which will provide a legislative base for a policy on multiculturalism.

RECOMMENDATION 65

We recommend that the Government of Manitoba initiate and implement a policy on Multiculturalism which requires that initiatives be taken throughout government with respect to the provision of services that are sensitive to those communities being served.

RECOMMENDATION 66

We recommend that ongoing research on multicultural issues and problems and the establishment and maintenance of an accessible data base on matters relating to multiculturalism be an integral part of any government policy in this area.

RECOMMENDATION 67

We recommend that the Government of Manitoba conduct an independent general review of the state of multiculturalism in Manitoba every five years.

In conclusion, the Task Force is grateful that the Government of Manitoba took a major step by opting to include a comprehensive policy on multiculturalism in its program. We believe that the policy recommendations contained in this document, if adopted, will place Manitoba as a leader of provinces in this area during the next decade. We are firmly of the view that the Manitoba community by and large will accept such a policy as a continuation of the province's long-standing commitment to fairness, harmony, progress and economic and social justice.

RECOMMENDATION 68

We recommend that the current Government of Manitoba and future governments assert their commitment to multiculturalism by accepting the principles on which multiculturalism is based, their assumptions and rationale, and that the current government develop a comprehensive policy for multiculturalism for the 1990s and beyond based on the recommendations included in this Report. We also recommend that the government continue to consult the ethnocultural groups and individuals that make up an important part of this province in the development of future policy initiatives.

APPENDIX A

SUPPORTING TABLES

		Page
i)	Manitoba-Grants Available to Ethnocultural Groups 1986-87 C.H.R. Grants and Resources Manual	A1
ii)	Manitoba Ethnocultural Group Membership 1987 Manitoba Multicultural Resources Centre	A8
iii)	Manitoba Population by Ethnic Origin 1981 Census	A12
iv)	Manitoba Population by Mother Tongue 1986 Census	A15

MANITOBA
Grants Available to Ethnocultural Groups*
1986-87 Culture, Heritage and Recreation
Grants & Resources Manual

Source	Program	Purpose	Level of Assistance
Culture, Heritage & Recreation	Archives Capital Grant	Assistance to non-profit, community archives for minor facility modifications and equipment purchase.**	Up to $7,500.00
	Community Commemorative Plaque Grants	Assist community organizations in the commemoration of sites, individuals and event of local significance.	Up to 500.00
	Community Cultural Council	Provides operating and programming assistance to community arts/cultural councils.	Up to 25,000.00
	Community Museums	Provides support for facilities that serve to protect and interpret Manitoba's heritage resources.	Up to 3,500.00
	Ethnocultural Heritage Support	Operating Grants: Assist ethnocultural groups and organizations in the operation of cultural and heritage activities.	Up to 15,000.00
		Project Grants: Assist ethnocultural groups and organizations in the development of special projects.	Up to 5,000.00

Source	Program	Purpose	Level of Assistance
Culture, Heritage & Recreation	Linguistic Support	Provides support to ethnocultural organizations for the teaching of ancestral languages outside the public school system.	$750.00 for 15-50 students $15 per capita for next 50 and $10 per capita over 100
	Manitoba Community Places Program	To encourage community organizations to undertake capital projects which will provide long-term benefits, contribute to the quality of life and generate immediate employment.	Up to $75,000.00
	Oral History Grants	Provides assistance to oral history projects that document the historical experience of the people of Manitoba.	Up to $7,500.00
	Public Events Sponsorship	Assists rural, northern and remote community-based organizations to host public cultural and heritage events and activities.	Single event up to $1,100.00, Series of events up to $2,700.00. Subscription series up to $4,800.00
	Regional Juried Arts Shows	Assists community arts, culture and heritage organizations to sponsor regional juried arts shows.	Up to $2,500.00

Source	Program	Purpose	Level of Assistance
Culture, Heritage & Recreation	Skills Transfer	Assists rural, northern and remote community-based organizations for costs related to exposure and instructor training workshops and internships.	Up to $500.00
Manitoba Education	New Initiatives Projects in Adult and Continuing Education	To promote the development of community-based adult education programs utilizing existing local resources and facilities.	Up to $5,000.00
Manitoba Employment Services & Economic Security	Manitoba Career-start '87	Offers wage assistance to employees to encourage the creation of employment opportunities for full-time students and unemployed youth.	Up to $4.70/hr.
	Newcomer Services Support Program	To support and encourage innovative newcomer orientation and settlement efforts of non-governmental organizations.	Up to $5,000.00
	Northern Youth	To create summer employment opportunities for students and unemployed youth.	$4.50/hour-students $7.00/hour-supervisor
Canada Council	Explorations	Supports innovative projects which may introduce new approaches to creative expression, extend the limits of an existing art form, cross disciplines or fulfill specific needs in the development of the arts.	No specific amount Average between $5,000.00 $16,000.00

Source	Program	Purpose	Level of Assistance
Department of Communications (Federal)	Cultural Initiatives Component I	To promote the use and development of new communication technologies in the operations and activities of non-profit cultural organizations.	No specific amount
	Cultural Initiatives Component II	To provide greater public access to the professional performing and visual arts, museums and heritage collections, by developing and upgrading a national network of cultural facilities. Funds may also be provided for feasibility studies concerning capital projects.	No specific amount
	Cultural Initiatives Component III	To support cultural events of national significance.	No specific amount
Employment and Immigration Canada	Job Entry/Challenge '87	To offer students/unemployed youth the opportunity to develop basic work skills.	Up to 100% of wages and wages and benefits
Health & Welfare Canada	Health Promotion Contribution	Provide support to community-based projects aimed at maintaining and improving the health of Canadians, with a particular focus on women, the elderly, youth and the disabled.	No specific amount
Secretary of State	Aboriginal Women's Program	Assists projects and activities which advance participation of aboriginal women in contemporary society.	No specific amounts

Source	Program	Purpose	Level of Assistance
Secretary of State	Canadian Anniversary Program	To assist Canadians in the celebration of significant milestone anniversaries. Categories include: ethnic, religious, voluntary, multicultural and other.	No specific amount
	Human Rights Program	To achieve greater awareness, knowledge and appreciation by Canadians of human rights, fundamental freedoms and related responsibilities.	No specific amount
	Multiculturalism Heritage Enhancement	To promote, develop and enhance ethnocultural heritages as integral and evolving forms of Canadian experience.	No specific amount
	Multiculturalism Institutional Change	To assist immigrants and members of ethnocultural and racial groups to function effectively as Canadians.	No specific amount
	Multiculturalism Societal Adoptation	To foster respect for the multicultural/ multicracial nature of the Canadian society and to increase the capacity of institutions to serve and reflect Canadians of all cultures and races.	No specific amount
	Multiculturalism Supplementary School Assistance	To assist community organizations providing supplementary schools for heritage language training.	No specific amount

Source	Program	Purpose	Level of Assistance
Secretary of State	Native Cultural Development	To assist the revival and maintenance of Native cultural heritage.	No specific amount
	Native Social Development	To increase effective participation of aboriginal people within both aboriginal and non-aboriginal social organizations.	No specific amount
	Native Language Retention	To provide opportunities for aboriginal peoples to retain and revitalize their language and to promote increased knowledge and understanding of Aboriginal history and traditions.	No specific amount
	Official Languages Communities	To assist official language minorities in establishing and maintaining their language in the social, educational, cultural and economic life of Canadian society.	No specific amount
	Promotion of Official Languages	To promote comprehension and respect for Canada's linguistic duality and to assist Canadian institutions, businesses and organizations in developing and providing services in both official languages.	No specific amount
	Voluntary Action Program	To support the development of voluntary organizations undertaking activities to promote increased participation of Canadians and improve community life.	No specific amount

Source	Program	Purpose	Level of Assistance
Secretary of State	Women's Programs	To improve the status and increase participation of women in all aspects of society through support to voluntary organizations.	No specific amount
Manitoba Arts Council	Access	To aid existing community organizations representing women, ethnocultural minorities, native peoples or artists resident outside major urban areas, in providing development or presentation opportunities to those artists aspiring to participate in the professional milieu.	To specific amount
Manitoba Community Services Council	Manitoba Community Services Council Grant	To assist non-profit organizations which seek funds for a purpose deemed by the Council to be a community service.	No specific amount
Manitoba Heritage Federation	Manitoba Heritage Federation	To assist with promoting, encouraging, developing and preserving the heritage of Manitoba.	No specific amount
Manitoba Intercultural	Ethnocultural Community Support Fund	To assist activities by an eligible organization which are of benefit to the organization, to the ethnocultural community, or to the wider community.	Up to 50% of the eligible budget submitted

*This listing is not exhaustive. There are many private organizations and foundations that also grant funds for programming that may be relevant to ethnocultural communities.

**Contact relevant agency for specific criteria.

MANITOBA
ETHNOCULTURAL GROUP MEMBERSHIP*
1987 MANITOBA MULTICULTURAL RESOURCES CENTRE

Group Name	Membership	Group Name	Membership
Friends of Austria	120	Malaysia Association of Manitoba	101
The Belgian Club	5000	Ethiopian Society of Winnipeg	200
Afro-Carribbean Association of Manitoba	400	Filipino Canadian Seniors Association	110
Black-O-Rama Cultural Association	50	Karilagan Philippine Folk Dancers of Winnipeg	40
Cambodian Association	250	Manitoba Association of Filipino Teachers	50
Colored People's Social and Charitable Association	150	Finnish Canadian Club	45
Carribbean-Canadian Association of Winnipeg	300	La Societe Historique De Saint-Boniface	215
Caripeg Cultural Organization	150	Societe Franco-Manitobaine	800
Winnipeg Chilean Association	270	Alliance Francaise Du Manitoba	150
Chinese Community Council of Manitoba	18	Union Nationale Francaise	120
Chinese Historical and Cultural Museum	65	Union Nationale Metise Saint Joseph Du Manitoba	35
Institute of Chinese Languages, Culture and Arts	170	German Society of Winnipeg	5,000
Manitoba Academy of Chinese Studies	75	German Canadian Congress	10,000
Manitoba Chinese Historical Society	13	Hellenik Greek Orthodox Church of Winnipeg	710

Group Name	Membership	Group Name	Membership
Winnipeg Crotian Congregation	1200	Cypriot Association of Manitoba	38
Czechoslovak National Association of Canada, Winnipeg Chapter	40	Hungarian Canadian Cultural Society of Manitoba	240
Dutch Canadian Society of Manitoba	350	James Valley Hutterian Colony	145
Hindu Society of Manitoba	350	Icelandic Canadian Fron	215
Icelandic National League of North America	1400	Canadian Lithuanian Club of Manitoba	86
Icelandic National League, Esjan Chapter	38	Lithuanin Canadian Community	100
Icelandic National League, Falkin Chapter	40	Canadian Conference of Mennonite Brethren Churches	25,000
Icelandic National League, Lundar Chapter	26	Centre for Mennonite Brethren Studies in Canada	150
Indo-Carribbean Association of Manitoba	150	Manitoba Mennonite Historical Society	185
Irish Association of Manitoba	400	Mennonite Benevolent Society	400
Dante Alighieri Cultural Society	90	Mennonite Genealogy	18
Italian Canadian League of Manitoba	500	Club Sicilians Di Winnipeg	500
Jamaican Association of Manitoba	250	Canadian Slovak League, Branch #1	80
Manitoba Japanese Canadian Citizens Association	700	Spanish Club of Winnipeg	51
Jewish Historical Society of Western Canada	300	Sri Lankan Association of Manitoba	50
United Jewish People's Order	25	St. Lucian Association of Manitoba	30

Group Name	Membership	Group Name	Membership
Winnipeg Jewish Community Council	214	Swedish Cultural Association of Manitoba	30
Y.M.H.A. Jewish Community Centre	1,000	Uasa Order of American-Strindberg Lodge #259	106
Lao Association of Manitoba	350	Swiss Club of Manitoba	100
Manitoba Laotian Cultural Centre	150	Tibitan Culture Awareness Group of Winnipeg	15
Latvian Relief Society of Canada	45	Manitoba Islamic Association	550
Urdu Academy	102	Dauphin Friendship Centre	184
Ogniwo Polish Museum Society	30	Indian Crafts & Arts (Manitoba)	480
Polish Canadian Women's Federation	50	Indian Cultural Education Program, West Reg. Tribal Council	4,100
Polish Gymnastic Association 'Sokol'	200	Lynn Lake Friendship Centre	75
Polish Gymnastic Association "Sokol #2'	50	Manitoba Association for Native Languages	100
Portuguese Assoc. of Manitoba	550	Riverton & District Friendship Centre	100
Federation of Russian Canadians	25	The Pas Friendship Centre	300
Salvadorean Canadian Cultural Society	200	Winnipeg Council of Treaty and Status Indians	4,600
Royal Scotish Country Dance Society, Winnipeg Branch	175	Nigerian Association of Winnipeg	150
St. Andrews Society of Winnipeg	500	Nordlyset	10
Norwegian Canadian Club	90	Association of Pakistani Canadians	500

Group Name	Membership	Group Name	Membership
Association of United Ukrainian Canadians	850	Canada's National Ukrainian Festival	89
Ivan Franko Museum and Manor	250	Ukrainian Academy of Arts and Sciences	80
Ukrainian Cultural and Educational Centre	2,500	Ukrainian Professional and Business Club	217
The Vietnamese Association Manitoba	400		

*Note: This listing contains only those groups for whom membership information was available.

MANITOBA
POPULATION BY ETHNIC ORIGIN
1981 CENSUS

Ethnic Origin	#	%	Ethnic Origin	#	%
Total population	1,013,705	100	Slovak	805	.07
Single origins	912,360	90	Czechoslovakian (general)	1,120	.11
German	108,140	10.66	Polish	28,445	2.80
English	217,755	21.48	Magyar (Hungarian)	4,160	.41
Irish	45,005	4.43	Swiss	865	.08
Scottish	72,410	7.14	Estonian	180	.01
Welsh	2,455	.24	Lettish (Latvian)	580	.05
British (general)	36,360	3.58	Lithuanian	515	.05
French	74,020	7.30	Byelorussian	75	--
Quebecois, Acadian Franco-Ontarian, etc.	35	--	Romanian	900	.08
Belgian	6,455	.63	Russian	3,765	.37
Dutch	33,875	3.34	Ukrainian	99,795	9.84
Luxembourg	50	--	Albanian	45	--
Finnish	1,060	.10	Bulgarian	60	--
Scandanavian	25,175	2.48	Croatian	685	--
Danish	2,675	.26	Serbian	145	--
Icelandic	10,170	1.0	Slovene	305	--
Norwegian	4,850	.47	Yugoslav (general)	2,060	.20
Swedish	6,310	.62	Macedonian	5	--
Scandinavian (general)	1,165	.11	Balkan (general)	10	--

Ethnic Origin	#	%	Ethnic Origin	#	%
Austrian	3,155	.31	Greek	2,385	.23
Czech and Slovak	3,590	.35	Italian	9,600	.94
Czech	1,665	.16	Maltese	70	--
Portuguese	7,830	.77	Vietnamese	1,260	.12
Spanish	1,470	.14	Japanese	1,3000	.12
Jewish	14,950	1.47	Malay	75	--
European (general)	210	.02	Korean	645	.06
Armenian	10	--	Far East Asia (general)	315	.03
Lebanese	390	.03	Fijian	25	--
Syrian	130	.01	Filipino	11,660	1.15
Asian Arab (general)	370	.03	Indonesian	5	--
Egyptian	110	.01	Polynesian	45	--
North African Arab (general)	15	--	African Black	285	.02
Iranian	75	--	Canadian Black	45	--
Turk	45	--	African (general)	460	.04
Bengali	65	--	Black (general)	805	.07
Gujarati	35	--	Inuit	140	.01
Punjabi	450	.04	Metis	17,025	1.67
Singhalese	55	--	Status or Registered Indian	4,695	.46
Tamili	80	--	Indian	1,120	.11
Pakistani	350	.03	Non-status Indian	4,695	.46
Sri Lankan	30	--	Argentinian	10	--

Ethnic Origin	#	%	Ethnic Origin	#	%
Indo-Pakistani (general)	2,875	.28	Brazilian	10	--
Chinese	7,065	.69	Caribbean	2,435	.24
Cambodian	90	--	Chilean	780	.07
Laotian	640	.06	Cuban	5	--
Thai	35	--	Equadorian	45	--
American	445	.04	Haitian	20	--
Canadian	6,635	.65	Mexican	150	.01
Other	1,995	.19	Peruvian	70	--
British and French	12,400	1.22	Latin American (general)	175	.01
British and European	44,215	4.36	Non-status Indian Metis	4,620	.45
British, Asian and African	1,230	.12	British, North and South American	935	.09
British and other	100	--	French and European	8,455	.83
French, Asian and African	180	.01	French, North and South American	160	.01
French and other	20	--	British, French and European	4,140	.40
British, French, Asian and African	80	--	British, French, North & South American	95	--
British, French and other	5	--	European, Asian and African	645	.06
European, North and South American	795	.07	European and other	520	.05
Jewish and European	1,200	.11	Jewish and other	40	--
Inuit and other	85	--	Status Indian and other	1,645	.16

MANITOBA
POPULATION BY MOTHER TONGUE
1986 CENSUS

Mother Tongue	#	%	Mother Tongue	#	%
Total population	1,063,015	100	Dutch	775	.07
English	758,310	71.33	Danish	665	.06
French	45,600	4.28	Norwegian	510	.04
Non-official Languages	197,190	18.55	Icelandic	2,010	.18
Cree	16,060	1.51	Gaelic langauges	365	.03
Ojibway	5,080	.47	Welsh	70	--
Micmac	40	--	Celtic languages		.15
Dene	670	.06	Ukrainian	41,050	3.86
Chipewyan	510	.04	Russian	895	.08
Dagrib	10	--	Byelorussian	50	--
Iroquoian Languages	5	--	Bulgarian	30	--
Dakota	485	.04	Macedonian	5	--
Tlingit	10	--	Croatian	630	.05
Amerindian Languages	2,140	.20	Serbian	50	--
Inuktitut	65	--	Serbo-Croatian	50	--
Italian	5,180	.48	Slovenian	195	.01
Romanian	460	.04	Czech	1,130	.10
Portuguese	5,950	.55	Slovak	645	.06
Spanish	2,120	.19	Polish	9,625	.90
Yiddish	1,975	.18	Latvian	245	.02

Mother Tongue	#	%	Mother Tongue	#	%
Finnish	395	.03	Lithuanian	210	.01
Estonian	75	--	Chinese	6,670	.62
Hungarian	2,060	.19	Thai	605	.05
Greek	1,445	.13	Khmer (Cambodian)	275	.02
Armenian	25	--	Vietnamese	1,705	.16
Turkic Languages	60	--	Indonesian (Malay)	60	--
Arabic	355	.03	Tagalog (Philipino)	6,355	.59
Hebrew	205	.01	Malayo-Polynesian	45	--
Maltese	30	--	Niger-Congo languages	420	.03
Persian	175	.01	Bantu languages	270	.02
Bengali	95	--	Swahili	15	--
Hindi	445	.04	Creoles	15	--
Punjabi	1,895	.17	Indo-Iranian languages		--
Urdu	335	.03	Malayalam	80	--
Sinhalese	50	--	Tamil	100	--
Telugee	40	--	Japanese	400	.03
Korean	440	.04	Other languages	25	--
English and French	10,985	1.03	English and non-official	48,300	4.54
French and non-official	265	.02	English, French and non-official	975	.09
Multi non-official languages	1,390	.13			

APPENDIX B

SUMMARY OF RECOMMENDATIONS

RECOMMENDATION 1

We recommend that the Government of Manitoba move as soon as possible to implement a multicultural education policy for the province, a policy which is mindful of, and reflects the rich diversity of the ethnic composition of the province, fosters respect and understanding of all cultures and stresses the value of multiculturalism to the educational economic, social and cultural development of Manitoba.

RECOMMENDATION 2

We recommend that the Government of Manitoba request that school divisions adopt and implement a policy on multiculturalism that reflects the arts, literature and cultural achievements of Manitoba's multicultural society.

RECOMMENDATION 3

We recommend that school divisions develop their multicultural curricula by consulting with qualified resource persons who are members of ethnocultural groups. We further recommend that the Government of Manitoba organize a pool of experts in multicultural education who can assist at in-services throughout the province to sensitize teachers and school administrators to the needs of various cultures. The assistance of organizations such as the Multicultural Education Resource Centre and the Manitoba Multicultural Resource Centre should be sought in order to accomplish this task more effectively.

RECOMMENDATION 4

We recommend that Faculties of Education as well as other institutions providing Teacher training, require all prospective teachers to complete the requirements of a course in multiculturalism and multicultural education and that they ensure that such a course, or courses, is available in their Faculties.

RECOMMENDATION 5

We recommend that all schools for the professions as well as professional associations be urged to develop and implement a program, tailored to the particular profession, which emphasizes the need for providing culturally-sensitive services to Manitobans.

RECOMMENDATION 6

We recommend that the provision of culturally-sensitive education include recognition of the religious holidays and ceremonies of non-Christian as well as Christian groups and that school divisions encourage respect and understanding of other religions by all teachers and students by providing the necessary resources.

RECOMMENDATION 7

We recommend that the Manitoba Government require that school divisions, universities and community colleges effect a hiring policy that reflects the wealth of talent and experience

available to our society, as well as the varied ethnocultural community which the educational institutions serve, hiring more qualified administrative, teaching and support staff from ethnocultural communities with greater frequency.

RECOMMENDATION 8

We recommend that the Government of Manitoba join in the Multicultural Chairs program sponsored by the Government of Canada for the establishment of Chairs for Ethnic Studies for the purpose of encouraging research, teaching and service to the community in the area of multiculturalism.

We further recommend that the two governments establish a Chair of Native studies at Brandon University and that other Chairs be considered as the need arises: that all Chairs be rotated and occupied by visiting academics representing the appropriate ethnocultural communities as denoted by the particular chair.

RECOMMENDATION 9

We recommend that the Manitoba Intercultural Council initiate cross-cultural conferences on subjects such as communal organization, the position of women, child-rearing, the elderly, and others, to promote further understanding and respect among Manitobans for the variety of cultures that co-exist in this province; we further recommend that these activities be marketed to attract the participation of the general public.

RECOMMENDATION 10

We recommend that the Public Schools Act be amended to make it mandatory for school divisions to provide instruction in at least one Heritage Language, where a minimum of 25 students have indicated an interest in a particular Heritage Language, on the basis of consultations with parent/community groups which include students. We recommend that school divisions be required to cover any costs associated with transportation and/or non-residency fees on behalf of those students required to travel to another school/school division, to receive instruction in a Heritage Language of their choice. We further recommend that all Manitoba students be given the opportunity of learning both a heritage language as well as the other official language rather than be faced with a choice between the two.

RECOMMENDATION 11

We recommend that the Provincial Government provide support, financial and otherwise, to those institutions providing Heritage Language Programs through out Manitoba, as follows:

i) by increasing the sum total of grants available to those school divisions which offer Heritage Language programs;

ii) by developing curricula and teaching resources for use by those insitutions providing Heritage Lanugage programs;

iii) by requiring that Faculties of Education and other institutions involved in teacher training, provide preservice programs to prepare student teachers to meet the need for heritage language programs in the school;

iv) by conducting a needs assessment to determine the status of, and make recommendations on, an accreditation program for teachers of heritage languages; and

v) by acknowledging and recognizing the accreditation of teachers of heritage language programs by way of Heritage Language Instructors' certificates.

RECOMMENDATION 12

We recommend that the Provincial government encourage the teaching of heritage languages throughout the province and that it assist ethnocultural groups to access educational resources for their community language schools and evening (or week-end) classes.

RECOMMENDATION 13

We recommend that school divisions in Manitoba provide inservice programs on heritage language learning as part of the professional development program available to teachers, and as a means of preparing teachers to meet the need for Heritage Language programs in the schools.

RECOMMENDATION 14

We recommend that school divisions, in cooperation with the Manitoba Department of Education, provide recourse for taxpayers to appeal, in cases where requests for the provision of heritage language programs have not been approved.

RECOMMENDATION 15

We recommend that the Minister of Culture, Heritage and Recreation request that the Manitoba Intercultural Council, as well as other regional umbrella organizations, conduct a needs assessment among ethnocultural communities to determine their requirements in terms of leadership and organizational skills with the object of enhancing organizational and community development.

RECOMMENDATION 16

We recommend that the Manitoba Intercultural Council prepare and deliver annually throughout Manitoba, a number of workshops which focus on knowledge and skill-acquisition in the area of organizational and community development; and that these workshops be structured in such a way as to tailor assistance to the particular needs of the various ethnocultural groups that request it.

RECOMMENDATION 17

We recommend that the Manitoba Arts Council and the Manitoba Intercultural Council jointly facilitate cultural development by providing fora for ethnocultural groups and individuals to express their artistic and literary talents and that it highlight achievement by granting special annual awards to pieces selected by representative juries of experts in the fields of fiction, non-fiction, poetry, drama, painting and sculpting, among others.

RECOMMENDATION 18

We recommend that the Manitoba Intercultural Council in consultation with community groups, including youth, initiate and support artistic and literary activities that bring various individuals and groups together, such as conferences, symposia, workshops and cultural group exchanges on various subjects, and without regard to the amateur or professional status of the individuals concerned.

RECOMMENDATION 19

We recommend that the Manitoba Intercultural Council expand support to intercultural exchanges aimed at bringing a broader cross-section of the population together informally, mainstream and ethnocultural, such as at "Let's get acquainted" social events, multicultural days, shows, exhibitions and so on.

RECOMMENDATION 20

We recommend that interethnic events such as Folklorama, The Northern Manitoba Trapper's Festival, the Ukrainian National Festival, the Icelandic Festival and the Festival du Voyageur be recognized as ideal and opportune events for individuals and groups to become acquainted with one another's culture, and that regional organizations, rural and northern centres continue to be assisted in organizing similar activities to celebrate Canada Day, National Citizenship week, Multicultural Week and so on.

RECOMMENDATION 21

We recommend that the Manitoba government, through its Business Development and Tourism branch of the Department of Industry, Trade and Technology, accord interethnic events such as Folklorama, The Northern Manitoba Trapper's Festival, the Ukrainian National Festival, the Icelandic Festival and Festival du Voyageur the same degree of significance as accorded other mainstream events, in keeping with the principle that "multiculturalism is for all Manitobans".

RECOMMENDATION 22

We recommend that the Manitoba Intercultural Council and the Manitoba Ethnocultural Youth Committee encourage and support activities that bring the children and the youth of Manitoba closer together, for example camps and fora on issues such as human rights and culture, by promoting these activities in consultation with youth.

RECOMMENDATION 23

We recommend that youth from ethnocultural and mainstream groups be included, where appropriate, on advisory boards concerning education, human rights, racism and discrimination and on boards dealing with cultural programs and activities affecting Manitobans.

RECOMMENDATION 24

We recommend that organizations and service institutions such as local governments health-care facilities, police and others, establish planning committees which include representatives

(youth and senior citizens as well) from the ethnocultural community, in order to increase understanding, promote good will and set the stage for the provision of culturally-sensitive services. We further recommend that priority be given to establishing committees such as these in the schools, as race relations committees, to address any concerns in interethnic relations.

RECOMMENDATION 25

We recommend that the Government of Manitoba establish mediation services through the Manitoba Human Rights Commission to handle disputes and relieve interethnic tension and that local governments be encouraged to establish race relations committees with similar functions.

RECOMMENDATION 26

We recommend that in keeping with the principle that "Multiculturalism is for all Manitobans", the Government of Manitoba coordinate the development and implementation of a policy on the arts that addresses the following concerns:

i) what is the present relationship of the Manitoba Arts Council with the ethnocultural community and the Manitoba Intercultural Council?

ii) what are the definitions and underlying rationales for the terms "amateur", "pre-professional" and "professional" as they relate to the arts?

iii) who identifies groups and individuals that reach the level of expertise which qualifies them to be funded by any of the bodies which fund artistic endeavour; and by which criteria?

iv) how can existing arts funding bodies/departments assist in the development of organizations that wish to progress to the pre-professional level?

v) do the executives of existing arts funding bodies/departments and the Manitoba Intercultural Council meet to:

a) determine the needs of ethnocultural artists and organizations?

b) discuss implications of the concept of cultural preservation versus aesthetic development?

vi) are there areas of the arts (mainstream or ethnocultural) that can better be served by the Manitoba Arts Council than by any other agency, organization or government department?

vii) what can be done to further develop the management skills of arts organizations?

viii) what roles and responsibilities for arts funding (whether amateur or professional) are most appropriate for the various levels of government?

ix) how can funding for the arts at the municipal level be expanded most effectively?

x) is funding of the ethnocultural arts organizations adequate and is there appropriate representation of ethnocultural communities on decision-making bodies?

RECOMMENDATION 27

We recommend that the Manitoba Intercultural Council include the following initiatives in their public relations activities:

i) that the Manitoba Intercultural Council, together with regional ethnocultural organizations ensure media access to interesting articles, detailing accomplishments of individuals, not for the purpose of representing token examples of their respective cultures, but to demonstrate the variety of experiences and activities of the people, young and old, and of all walks of life, in our communities;

ii) that the Standing Committee on Media and Communications of the Manitoba Intercultural Council conduct a media watch for the purpose of maintaining links with all forms of media throughout Manitoba and that this committee, in consultation with ethnocultural groups, bring to the attention of all media involved, its opinion where the media have failed to portray an ethnocultural group fairly;

iii) that the Standing Committee on Media and Communications discuss with media management the possibility of implementing workshops and seminars to sensitize administrative staff, reporters and other media personnel to the concerns of ethnocultural groups, and their portrayal in the media;

iv) that the Manitoba Intercultural Council, in cooperation with the Department of Culture, Heritage and Recreation, encourage and facilitate the continued involvement of ethnocultural groups in programming on community access channels throughout Manitoba.

v) that the Manitoba Intercultural Council together with ethnocultural groups and the access channels, facilitate the coverage of ethnocultural programs in both official languages, in addition to regular programming in the ancestral languages. The inclusion of heritage language instruction on these programs could also stimulate interest and involvement by all Manitobans;

vi) that the Manitoba Intercultural Council provide, or arrange, for assistance to ethnocultural groups throughout Manitoba, in the development of resources and programming expertise;

vii) that the Manitoba Intercultural Council continue its media-watch presentations to the Canadian Radio and Television Commission (CRTC) and that these interventions to the CRTC be conducted on an annual basis.

RECOMMENDATION 28

We recommend that the Government of Manitoba continue the policy of recognizing the ethnocultural reality of this province in its advertising and communications programs and that, the government encourage all private sector firms to comply with the government's advertising and communications guidelines with reference to ethnocultural peoples. We further recommend that the hiring and continued provision of services to the government by such private firms be made conditional upon their compliance with these government policies.

RECOMMENDATION 29

We recommend that the Government of Manitoba in consultation with representatives from the ethnocultural media, enhance and expand its present policy of awarding advertising contracts to the ethnocultural media and that the government require that all communications departments used by government departments agencies and crown corporations, implement an outreach program for ethnocultural media, to facilitate their inclusion on the media suppliers' list.

RECOMMENDATION 30

We recommend that the Manitoba Department of Education adopt a policy that continues to facilitate official language instruction during school hours as well as after school hours and that education in either official language be made more accessible and more readily available so that Manitobans who wish to pursue their education and/or participate in the workforce in either official language, as well as Manitobans who speak neither English nor French, may receive equal assistance and encouragement in acquiring an official language of their choice.

RECOMMENDATION 31

We recommend that the Government of Manitoba increase financial support and assistance with educational resource materials and in-services to community organizations to establish and maintain instructional programs in English as a Second Language (ESL) and in French as a Second Language (FSL).

RECOMMENDATION 32

We recommend that all organizations, government departments and agencies, responsible for the settlement and adaptation needs of newcomers, be required to provide services in French as well as English.

RECOMMENDATION 33

We recommend that the Government of Manitoba establish a funding body, named the Multicultural Grants Commission which will be responsible for streamling and eliminating duplication in the allocation of funding to ethnocultural organizations by ensuring the equitable distribution of such funding, based on need, merit and past performance and that the Manitoba Intercultural Council relinquish its responsibility for funding ethnocultural community organizations by dissolving the Community Resources Allocation Committee. We also recommend that the proposed Multicultural Grants Commission include representatives from ethnocultural communities, both in and outside Winnipeg and that the Manitoba Intercultural Council be asked to participate in the activities of the proposed Commission. We further recommend that annual reports be made available by the Commission which list not only the groups that received assistance, but the nature of their request for funding and the use made of the grants by these and other groups during the previous fiscal year. Finally, we recommend that the Commission be served by a secretariat made up of personnel currently employed in the Department of Culture, Heritage and Recreation.

RECOMMENDATION 34

We recommend that the Manitoba Lotteries Commission allocate a higher proportion of funding for multicultural purposes and that multicultural resource and service organizations such as the Manitoba Multicultural Resources Centre and the Multicultural Education Resources Centre as well as regional organizations be included as recipients of funding.

RECOMMENDATION 35

We recommend that all services provided in the City of Winnipeg be available to multicultural associations elsewhere in the Province where the members warrant it (e.g., Brandon, Thompson, Dauphin), and that ethnocultural groups forming outside these centres be encouraged and given financial assistance to make contacts with those centres and groups closest to them.

RECOMMENDATION 36

We recommend that the proposed Multicultural Grants Commission ensure the fair and equal distribution of funding to organizations outside the City of Winnipeg. We further recommend that the proposed Multicultural Grants Commission, in cooperation with the Manitoba Intercultural Council, keep all ethnocultural organizations, including those outside Winnipeg fully informed and promptly notified of resources and opportunities currently available to them.

RECOMMENDATION 37

We recommend that the Manitoba, Government, recognizing that Multiculturalism is for all Manitobans, pursue the implementation of a policy which is fair to all Manitobans, regardless of location, and that it so instruct its departments and fund-allocation agencies.

RECOMMENDATION 38

We recommend that the Government of Manitoba and the Manitoba Government Employees Association include target group representation with clear procedures to ensure that women who are members of the target groups are represented on affirmative action committees (Joint Council, Central Affirmative Action Committee, and Department Affirmative Action Committees) in the Civil Service.

RECOMMENDATION 39

We recommend that the Government of Manitoba establish service-wide goals and timetables for achieving a representative civil service and that it require departments to include measurable goals and timetables for the attainment of full participation of all target groups in all job classifications within the next decade.

RECOMMENDATION 40

We recommend that the Government of Manitoba, establish an effective communication program to inform its employees and target groups of the objectives of Affirmative Action. It is of particular importance that persons in positions of responsibility in hiring, promoting, and dismissing employees understand and support this policy.

RECOMMENDATION 41

We recommend that, in order to facilitate full participation by visible people within the next decade, services be provided by the Government to assist departments in preparing action plans and in training departmental staff for the implementation of departmental plans and the service-wide program.

RECOMMENDATION 42

We recommend that the Government of Manitoba, as part of its proposed comprehensive policy on Multiculturalism, state categorically, that all civil service positions are open to all Manitobans; additionally, that the Government set a full-fledged comprehensive strategy, in collaboration with the Civil Service Commission and all Departments of Government through their Deputy Ministers, to implement Affirmative Action that enables target groups to obtain a larger share of civil service positions at all levels of classification.

RECOMMENDATION 43

We recommend that each Crown Corporation of the Government of Manitoba be required to establish an Affirmative Action implementation framework similar to the one proposed for government departments as in recommendation 39.

RECOMMENDATION 44

We recommend that the Government of Manitoba state as its policy that all suppliers and contractors of government are expected to have personnel policies which permit individuals from groups identified as target groups for the purpose of Affirmative Action to have equal accessibility to jobs within those companies. Because these contracts involve the expenditure of public funds, we recommend that the Department of Government Services require that these programs be in place for contracts of a minimum value of $75,000.00 and consider their existence and performance in the awarding of contracts before the minimum mandatory figure. Results are to be reported annually.

RECOMMENDATION 45

Therefore, we recommend that the Government of Manitoba encourage all private and public organizations that receive provincial funds to implement Affirmative Action programs and that the Government carefully monitor these programs; and in the event these organizations do not respond to these requests within the next three years, that the Government of Manitoba enact legislation to extend mandatory affirmative action to the following sectors: a) universities, b) health care facilities, c) school divisions, d) municipalities, e) all other semi-public or private organizations that receive provincial funding, including ethnocultural organizations.

RECOMMENDATION 46

The Task Force, therefore recommends:

i) that thirty (30) percent of the budget of the Manitoba Human Rights Commission be allocated to the expansion of its education component and that the existing budget be increased by 30 percent to establish the funding requirement and that the overall budget be increased to 30 percent of the Attorney General's Department budget;

ii) that the educational component of the Human Rights Commission be strengthened;

iii) that a program of human rights education be developed for widespread implementation in the public schools curriculum;

iv) that human rights education be required in industrial settings, especially among those industries which hire a high proportion of newly-arrived immigrants and refugees; and

v) that specific government departments with responsibilities for the delivery of services require their personnel to attend an orientation course that informs them of individual rights that are derived from the Charter of Rights and Freedoms and the Manitoba Human Rights Code.

RECOMMENDATION 47

We recommend that the Manitoba Department of Employment Services and Economic Security, in conjunction with the Canadian Employment and Immigration Commission, provide an inventory of instances where jurisdictional disputes have occured over the last ten years involving new Manitobans, and that the Ministers of the Federal and Provincial Departments establish mechanisms whereby these disputes may be resolved at the provincial/regional level, and in such a way that the needs of immigrants and refugees remain of paramount concern.

RECOMMENDATION 48

We recommend that the Minister of the Manitoba Department of Employment Services and Economic Security, in cooperation with the Ministers of the Manitoba Departments of Labour and Education, examine the present entry requirements of professions and trades in Manitoba to determine the basis of certification requirements obtained abroad and which have been met by new Manitobans in their former countries of residence. We further recommend that the process of accreditation be accelerated to provide an easier transition into full participation in Manitoba society.

RECOMMENDATION 49

We recommend that the President of the Executive Council of Manitoba name a Minister of the Manitoba Government as the Minister responsible for Multiculturalism.

RECOMMENDATION 50

We recommend that the Ethnocultural Affairs Committee be retained and that it be renamed the Multicultural Affairs Committee of Cabinet.

RECOMMENDATION 51

We recommend that the Multicultural Affairs Committee of Cabinet (MACC) include the Attorney- General, the Ministers of Labour, Employment and Economic Security, Culture, Heritage and Recreation as well as the Ministers Responsible for Native Affairs, French Language Services, Status of Women and the Civil Service Commission, that this Committee act as the policy-coordinating and implementation body of Cabinet in the area of multiculturalism that it be chaired by the Minister responsible for multiculturalism and that it be assisted by a Secretariat composed of the Director of a Multicultural Affairs Directorate and staff, as appropriate.

RECOMMENDATION 52

We recommend that the position of Multicultural Coordinator be rescinded.

RECOMMENDATION 53

We recommend that a Multicultural Affairs Directorate be established with the Director having a rank in line with the rank of the Deputy Minister. The Mandate of the Directorate should be as follows:

General:

i) coordinating of multicultural research (federal, provincial international, and/or non-Canadian, as appropriate).

ii) developing, communicating and evaluating government programs, policies and legislation in order to ensure the enhancement, development and preservation of ethnocultural communities and the equality of status of ethnocultural persons.

iii) providing support for the Minister responsible for Multicultural Affairs and the Multicultural Affairs Committee of Cabinet.

iv) assuming a leadership role by assisting government departments and agencies, crown corporations, the private sector, and the community to eliminate systemic discrimination, enhance services, and increase social and economic opportunities for ethnocultural persons.

v) assuming responsibility for ensuring that the initiatives and policy recommendations of the Directorate reflect the concerns and needs of the ethnocultural communities and persons from many perspectives, including but not limited to, the political, societal, economic and legal spheres.

vi) conducting policy research, analysis and development in order to :

a) identify gaps in policies, programs and legislation which may discriminate against ethnocultural communities and/or persons;

b) analyze and monitor proposed and existing policies, programs and legislation to identify their impact on ethnocultural communities and/or persons;

c) provide comprehensive research data, position papers, briefs and background materials as required;

d) work with government departments and appropriate bodies which will enhance the status of ethnocultural communities and or/persons;

e) monitor and evaluate developments in Manitoba and other jurisdictions which affect the status of ethnocultural communities and/or persons.

vii) monitoring the level of the grant distribution system intended for multicultural communities to be dispensed by the Multicultural Grant Commission.

Federal, Provincial and Territorial Relations

a) preparing of action strategies and position papers as directed by the Minister responsible for Multicultural Affairs.

b) preparing position papers and briefings for the minister responsible for multiculturalism.

c) working with the federal/provincial/ territorial departments and/or committees on matters pertaining to ethnocultural communities or persons.

d) working with the federal/provincial/ territorial secretariat, departments or other appropriate bodies to ensure consistency of policy presented at the federal level.

e) preparing position papers and briefings for the Premier of the province.

Inter-departmental relations

i) coordinating and analyzing government responses regarding issues affecting the status of ethnocultural communities and/or persons and communicate the findings;

ii) establishing and working closely with inter-departmental committees to develop policy recommendations that will provide equal opportunities for the ethnocultural persons of Manitoba;

iii) providing advice to government departments on the implications of policies, programs and legislation that affect the status of ethnocultural communities and/or persons; and

iv) communicating to government departments information on issues of concern to ethnocultural communities and/or persons.

Public Communication

i) developing and maintaining an overall communication strategy for the Directorate;

ii) communicating government policies and responses regarding issues affecting the status of ethnocultural communities or persons;

iii) informing the public of activities of the Directorate;

iv) responding to public requests for information;

v) consulting with the ethnocultural communities, particularly the Manitoba Intercultural Council and others on special issues;

vi) preparing a quarterly newsletter on multicultural initiatives of government;

vii) preparing background notes for speech preparation; and

viii) developing and coordinating media relations in conjunction with the Minister responsible for Multicultural Affairs.

RECOMMENDATION 54

We recommend that the Interdepartmental Staff Committee associated with ethnocultural concerns be retained; that its composition conform to the political composition of the Multicultural Committee of Cabinet and that it be chaired by the Director of the Multicultural Affairs Directorate.

RECOMMENDATION 55

We recommend that the Manitoba Intercultural Council (MIC) be retained pursuant to the Manitoba Intercultural Council Act.

The Council's current role as an advisory body to the Manitoba Government, operating at arms' length from government should be reaffirmed and strengthened. The Manitoba Government, through the Minister of Culture, Heritage and Recreation should continue to refer matters to the Council for subsequent advice (as per Section 15 of the Act), and continue to meet with the Council at least once a year (Section 22 (2)). We further recommend that the Minister be requested to respond in writing to the issues raised and advice offered by the MIC from time to time in order to strengthen the advisory role of the MIC.

RECOMMENDATION 56

We recommend that the regional coordination of the Manitoba Intercultural Council's administrative function be handled cooperatively with the regional offices of the Manitoba Department of Culture, Heritage and Recreation, as well as with the appropriate regional multicultural organizations.

RECOMMENDATION 57

We recommend that Section 3 of the Maniotba Intercultural Council Act be amended to provide the Council with an additional mandate to act as advocate on behalf of the ethnocultural communities.

RECOMMENDATION 58

We recommend that the following specific functions, as outlined elsewhere in this report, and summarized below, be assumed by the Manitoba Intercultural Council in accordance with its role as advisor to government and its proposed mandate as advocate

for ethnocultural communities:

i) determining the needs of ethnocultural organizations with reference to leadership and organizational skills (Recommendation 15, page 39);

ii) facilitating the operation of, and providing assistance to a representative jury of experts who will select award winning artistic and literary pieces produced by ethnocultural groups and individuals. Recommendation 17, page 40);

iii) expanding support to inter-cultural exchanges which bring Manitobans together (Recommendation 19, page 41);

iv) developing and supporting activities that bring Manitoba Children and Youth together, such as camps (Recommendation 22, page 43);

v) supporting cross-cultural conferences to promote further understanding and respect among Manitobans for the variety of cultures in Manitoba (Recommendation 9, page 33);

vi) ensuring media access to interesting articles, detailing accomplishments of individuals, not for the purpose of representing token examples of their respective cultures, but to demonstrate the variety of experiences and activities of the people, young and old, and of all walks of life, in our communities (Recommendation 27(i), page 49);

vii) conducting a media watch for the purpose of maintaining links with all forms of media throughout Manitoba and that this committee, in consultation with ethnocultural

groups, bring to the attention of all media involved, its opinion where the media have failed to portray an ethnocultural group fairly (Recommendation 27(ii), page 49);

viii) discussing with media management the possibility of implementing workshops and seminars to sensitize administrative staff, reporters and other media personnel to the concerns of ethnocultural groups, and their portrayal in the media (Recommendation 27(iii), page 49);

ix) encouraging and facilitating the continued involvement of ethnocultural groups in programming on community access channels throughout Manitoba (Recommendation 27(iv), page 49);

x) facilitating the coverage of ethnocultural programs in both official languages, in addition to regular programming in the ancestral languages (Recommendation 27(v), page 50);

xi) providing, or arranging, for assistance to ethnocultural groups throughout Manitoba, in the development of resources and programming expertise (Recommendation 27(vi), page 50);

xii) continuing its presentations of briefs to the Canadian Radio and Television Commission (CRTC) and that these intereventions to the CRTC be conducted on an annual basis (Recommendation 27(vii), page 50);

xiii) making its services and resources more available and accessible to multicultural organizations throughout rural and Northern Manitoba (Recommendation 35, page 57);

xiv) keeping all ethnocultural organizations, including those in rural and Northern Manitoba informed about resources and opportunities currently available to them (Recommendation 36, page 57);

xv) working through the regional offices of the Department of Culture, Heritage and Recreation to expedite the coordination of regional administration (Recommendation 56, page 77);

xvi) providing data as requested by the Multicultural Affairs Committee of Cabinet for the purposes of evaluation and decision-making.

xvii) preparing and delivering annually, a number of workshops throughout Manitoba which focus on knowledge and skill acquisition in organizational and community development (Recommendation 16, page 39); and

xviii) initiating and supporting artistic and literary activities that bring various individuals and groups together (Recommendation 18, page 41).

RECOMMENDATION 59

We recommend that the Minister Responsible for Multiculturalism evaluate the position description and function of the Chairperson, Executive and the Executive Secretary of the Manitoba Intercultural Council and clarify the relationship between the Executive Secretary, the Chairperson and the Executive of the Council, with a view to strengthening the position of the Chairperson and the Executive.

RECOMMENDATION 60

We recommend that the MIC be subject to a detailed annual external financial audit. The results of this audit are to be made available to all members of the Council.

RECOMMENDATION 61

We recommend that the Civil Service Commission take into consideration and regard those applicants for employment with the Manitoba Government, who are proficient in more than one language, as having additional qualifications in terms of their being able to provide equal services to a larger proportion of Manitobans.

RECOMMENDATION 62

We recommend that the Government of Manitoba identify the language resources available within the Civil Service with a view towards establishing and maintaining a language bank for use by government departments, agencies and crown corporations as well as by external organizations, businesses and individuals.

RECOMMENDATION 63

We recommend that the Legislative Assembly of Manitoba provide the office of the Ombudsman with additional resources in order that a Special Investigator for Ethnocultural Affairs be appointed who will serve as the primary contact with ethnocultural communities to ensure that government personnel offers fair treatment to them, and that the individual appointed to the position maintain close liaison with the Director of the Multicultural Affairs Directorate.

RECOMMENDATION 64

We recommend that at the earliest opportunity, the Government of Manitoba establish a legislative working group to explore the introduction of an Act respecting Manitoba Multiculturalism which will provide a legislative base for a policy on multiculturalism.

RECOMMENDATION 65

We recommend that the Government of Manitoba initiate and implement a policy on Multiculturalism which requires that initiatives be taken throughout government with respect to the provision of services that are sensitive to those communities being served.

RECOMMENDATION 66

We recommend that ongoing research on multicultural issues and problems and the establishment and maintenance of an accessible data base on matters relating to multiculturalism be an integral part of any government policy in this area.

RECOMMENDATION 67

We recommend that the Government of Manitoba conduct an independent general review of the state of multiculturalism in Manitoba every five years.

RECOMMENDATION 68

We recommend that the current Government of Manitoba and future governments assert their commitment to multiculturalism by accepting the principles on which multiculturalism is based, their assumptions and rationale, and that the current government develop a comprehensive policy for multiculturalism for the 1990s and beyond based on the recommendations included in this Report. We also recommend that the government continue to consult the ethnocultural groups and individuals that make up an important part of this province in the development of future policy initiatives.

APPENDIX C

GLOSSARY

GLOSSARY

ABORIGINAL PEOPLES: This term is used to refer to native Indians, Inuit and Metis. Also used interchangeably with Native Peoples.

AFFIRMATIVE ACTION: Taking positive steps to achieve equal employment opportunity. In the Manitoba Civil Service Affirmative Action is a systematic approach to the identification and elimination of barriers encountered in employment by people from four target groups, namely, women, aboriginal peoples, people with disabilities, and visible minority peoples.

ASSIMILATION: An absorption of one group into another, the end result of which is the elimination of distinctive group characteristics. **Assimiliation** is quite different from **integration.**

CONTRACT COMPLIANCE: Contract compliance legislation, if applied to the Provincial Government, would require contractors and subcontractors with Government departments, crown corporations and agencies to implement **Affirmative Action** programs for **visible minorities.**

CROSS-CULTURAL SENSITIVITY: A sensitivity to the cultures of other people born into cultures different from your own.

CULTURE: The total picture of the way people live; their present-day lifestyle such as the way they earn their living, their food habits, religious beliefs, attitudes, recreation, art, music and relationship to the environment.

CULTURAL PLURALISM: A society consisting of many and varied cultures.

DISCRIMINATION: The conscious act of dealing with a person or persons on the basis of prejudicial attitudes and beliefs rather than on the basis of individual merit. Thus, prejudice is a state of mind, while discrimination is an action.

DOMINANT SOCIETY: That group of people who has the most control and influence within a larger society. This group has more power and wealth and sometimes more people than any other group in that society.

EQUAL ACCESS: Absence of barriers to admittance such as those motivated by cultural or racial discrimination, to the institutions of a society. This includes access to services, programs, and employment, among others. To facilitate equal access, an outreach program is often needed to let people know what is available.

EQUAL PARTICIPATION: Active involvement of various **ethnocultural** peoples in the economic, social justice and political institutions of any society, on an equal basis. This term is used to draw attention to the need for increased multicultural and multiracial participation in these institutions as opposed to an inequitable domination of these institutions by one or more groups.

EQUALITY OF OPPORTUNITY: The notion that each and every person should have equal opportunities for participating in the economic sector of a society and/or equal opportunities for receiving training and education that will prepare him/her for employment. The control our **dominant society** is no longer acceptable. Equality of opportunity is of little consequence if it is not accompanied by **equality of results.**

EQUALITY OF RESULTS: Equality of opportunity in acquiring an education or training or in securing employment is not sufficient. Equality and affirmative measures are required through all stages of employment which includes the hiring as well as the advancement to senior positions of those peoples hampered by barriers. Equality of results therefore refers to the concrete outcomes of the application of affirmative measures. Affirmative measures which do not make provision for results and therefore, accountability, usually produce little or no effect in eliminating barriers.

ETHNIC ORIGIN: Refers to the cultural national or racial origin of a person. Every Canadian has an ethnic origin.

ETHNOCULTURAL COMMUNITIES: Groups of people whose origins are other than Anglo-Celtic, French or Native.

ETHNOCENTRISM: The tendency of an individual or group to judge outsiders according to the values and standards of their own ethnic group. All evaluations of other cultures are made by unfavourable comparison with their own culture.

INTEGRATION: The ability of groups and/or individuals to participate fully in the political, economic social and cultural life of the society without being totally absorbed into the dominant society as in **assimilation.**

MULTICULTURALISM: Recognition of the diverse cultures of a plural society based on three principles: we all have an ethnic origin (equality); all our cultures deserve respect (dignity); and **cultural pluralism** needs official support (community).

PREJUDICE: A set of ideas, beliefs or attitudes that negatively prejudge groups or individuals on the basis of real or alleged characteristics or traits.

RACISM: Discrimination on the basis of racial, national, ethnic origin or colour.

SETTLEMENT PROGRAMS: programs designed to assist newly arriving immigrants to integrate into a society. These programs could include language training, orientation, housing and counselling services.

SYSTEMIC BARRIERS: Institutional barriers, for example, hiring procedures or entrance requirements may have the unintentional effect of excluding various minority groups.

VISIBLE MINORITIES/PEOPLES: In Manitoba, for the purpose of affirmative action, the term "visible minority" applies to all non-white Canadians with the exception of Native Indians and Inuit. Included are Blacks, Chinese, Japanese, South Asians, Southeast Asians, and Latin Americans.

APPENDIX D

LISTING OF SUBMISSIONS

LIST OF PRESENTERS

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Mr. George Simmonds
Manitoba Federation of Labour
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Mr. Derwyn Davies
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Executive Director
Thompson Citizenship Council and Multicultural Centre
Thompson, Manitoba

Mr. Hilaire Harmonic
Spiritual Assembly of the Bahai's of Thompson
Thompson, Manitoba

Mr. Rajinder Roy
Mr. Roy Pandya
Padam Bhartiya Cultural Club of Thompson
Thompson, Manitoba

Mr. Steve Ashton, MLA
Thompson Constituency
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Mr. Michael Dudar
National Ukrainian Festival
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Mr. Merv Onyshko
Selo Ukraina, Ukrainian Cultural Centre
Dauphin, Manitoba

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Ms. Ester Blum
Mr. Janswant Brar
Mr. Randy Hildebrand
Ms. Dolores Madolora
Mr. Stephen Makkapallil-Knowles
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APPENDIX E

DEPARTMENTS, AGENCIES AND BOARDS OF THE GOVERNMENT OF MANITOBA WITH WHOM THE TASK FORCE HELD CONSULTATIVE MEETINGS

DEPARTMENTS, AGENCIES AND BOARDS OF THE GOVERNMENT OF MANITOBA WITH WHOM THE TASK FORCE HELD CONSULTATIVE MEETINGS

Agriculture
Attorney General
Business Development and Tourism
Civil Service Commission
Community Services
Consumer and Corporate Affairs
Cooperative Development
Crown Investments
Culture, Heritage and Recreation
Education
Employment Services and Economic Security
Energy and Mines
Environment and Workplace, Safety and Health
Finance
Government Services
Health
Highways
Housing
Industry, Trade and Technology
Labour
Municipal Affairs
Natural Resources
Northern Affairs
Urban Affairs
Worker's Compensation Board
Manitoba Arts Council
Manitoba Intercultural Council
Winnipeg Core Area Initiative

A P P E N D I X F

LOCATIONS AND DATES OF PUBLIC HEARINGS

LOCATIONS AND DATES OF PUBLIC HEARINGS

Public Hearings were held in a number of locations in Manitoba in order to provide opportunities for groups and individuals to share information with the Task Force in response to the Green Paper for Discussion.

The Public Hearings were held as follows:

Saturday, November 7, 1987
College Universitaire de Saint Boniface
200 cathedral Avenue
St. Boniface

Thursday, November 12, 1987
Steinbach Regional Secondary School
190 McKenzie Avenue
Steinbach

Saturday, November 14, 1987
Thompson Provincial Building
59 Elizabeth Drive
Thompson

Monday, November 16, 1987
Dauphin Regional Comprehensive
Secondary School
330 Mountain Road
Dauphin

Wednesday, November 18, 1987
Union Centre
570 Portage Avenue
Winnipeg

Monday, November 23, 1987
Gimli High School
Gimli

Saturday, November 28, 1987
St. Boniface College
200 Cathedral Avenue
St. Boniface

Friday, December 4, 1987
St. Anne School
192 St. Alphonse Street
Ste. Anne

Tuesday, December 8, 1987
Assiniboine Community College
1430 Victoria Avenue, East
Brandon

Friday, December 11, 1987
St. Boniface College
200 Cathedral Avenue
St. Boniface

APPENDIX G

EXCERPTS FROM BRIEFS TO THE TASKS FORCE

EXCERPTS FROM BRIEFS TO THE TASK FORCE

MANITOBA PARENTS FOR GERMAN EDUCATION

"Language is often viewed as the medium which binds. No language is learned in isolation. It is through language learning that an acquisition of the cultural richness associated with that language takes place."

MANITOBA FEDERATION OF LABOUR

"Affirmative Action has been well described by the metaphor of a foot race. One of the runners in the race has enjoyed a clear lane all the way. The other runner has encountered innumerable obstacles and, as a result, has fallen far behind. Affirmative Action means that removing the obstacles does not deal with the issue. The runner who has fallen behind, as a result of the obstacles, needs special assistance to catch up, if the objective is to create a fair race."

DERWYN DAVIES

"The community, in cooperation with the teachers and, where appropriate, the students, must play an important decision-making role in the school....such involvement not only provides an opportunity for a culture to have a direct bearing on the learning and upbringing of its children, it also helps to shape the evolving Canadian Culture by drawing on the values and beliefs of the various cultural groups of the community. Thus the culture will become far more than a part of the curriculum to be studied; it will become part of the life of the school."

THE PAS FRIENDSHIP CENTRE

"We are conscious of the fact that small towns such as ours have great difficulty in meeting the needs of a multicultural community.... Each minority ethnic "community" in a small town often comprises less than a dozen individuals. We are aware of cases of isolation, loneliness and exploitation. Although our organization would be willing to consider implementing programs of interest to these groups, we have not received any requests to do so."

"STEINBACH PARENTS FOR GERMAL EDUCATION

Children should be able to take classes in an official language as well as a heritage language; not one or the other as is the current policy.

THOMPSON CITIZENSHIP COUNCIL AND MULTICULTURAL CENTRE

"We would like to make a proposal to use the multicultural centres around the province to provide cross cultural training..."

SPIRITUAL ASSEMBLY OF THE BAHAIS OF THOMPSON

There is concern about the lack of coordination among the various ethnic groups and the almost adversarial promotion of one group over another, especially as it relates to funding.

PADAM BHARTIYA CULTURAL CLUB OF THOMPSON

The proposed structure for implementing the multicultural policy should consolidate all government functions dealing with multiculturalism.

MR. STEVE ASHTON

Cultural group development should stress living cultures rather than simply preserving a culture at a specific point in time.

NATIONAL UKRIANIAN FESTIVAL (DAUPHIN)

There is concern about rural access to cultural support mechanisms such as workshops, meetings and promotional materials.

SELO UKRAINA UKRAINIAN CULTURAL CENTRE

There is concern about the general proportion of lottery funds being given to cultural activities as well as the division of those funds between Winnipeg and non-Winnipeg areas.

WINNIPEG JEWISH COMMUNITY COUNCIL INC.

"Since day schools, supplementary schools and other ethnically-sponsored schools will certainly remain one of the educational options selected by Manitoba parents, it is imperative that those Heritage Language Training programmes are also supported by any multicultural structure created in Manitoba. Where communities are doing their own heritage language training, such efforts should be encouraged and supported strongly."

UKRAINIAN CULTURAL AND EDUCATIONAL CENTRE

"Importance of documentation and research in cultural retention is a significant factor in our ability to access and understand our cultural past."

MULTICULTURE EDUCATIONAL RESOURCE CENTRE

"Racial discrimination continues to be one of the greatest barriers to non-white peoples' participating as equals in our society."

ICELANDIC NATIONAL LEAGUE

"Education is the first focus; we see education being the surest way to achieve intercultural understanding. Only in understanding one another can we begin to remove barriers of mistrust and misunderstanding and this become a society of equals."

ELAINE STOBBE

The multicultural aspects of recreation warrant attention as does the inclusion of continuing education programs in a policy on multiculturalism.

SOCIETE FRANCO-MANITOBAINE

Children of immigrants and refugees of French heritage should be given the opportunity to continue their education at French Schools.

DERICK DABBE

Mr. Dabee indicated his support for the recommendations contained in the Green Paper and his desire to see the government take quick action on those recommendations.

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF CROATIAN CULTURE AND FOLKLORE, INC.

There is some concern about the distinction that is generally made between culture and religion when it comes to funding.

UKRAINIAN CANADIAN COMMITTEE

"In the 1985 Ukrainian Community Development Report entitled: "Building the Future" Canadians in the XXI Century - A Blueprint for Action", it was emphasized that "ethnocultural communities are not an alien transitory phenomenon in Canada, but are an indigenous Canadian reality. They are smaller and different from nations, but are more substantial than voluntary associations. With a dynamism of their own, they possess an inner momentum which necessarily produces community structures".

DARLENE REBELLO

"One of the best ways for a policy on Multiculturalism to have future implications or development patterns, is to have the children and youth of today grasp the ideals and rationale behind the policy.....

Youth want to be a part of the decision-making processess....

A young person may be able to give different perspectives to policy issues. Their network of people and experiences are vastly different from that of other generations. This input could be refreshing...."

MANITOBA ARTS COUNCIL

"Multiculturalism as it relates to the arts is a complex and difficult issue....

Can the awareness of the general public be raised to the point where these disciplines (folkoric art and art forms which fall outside the framework of "mainstream" culture) are considered important rather than novel....?

Does the ethnocultural community have a clear vision of the role of its art within Canadian culture? These are fundamental questions not yet addressed."

ST. JAMES ASSINIBOIA SCHOOL DIVISION NO. 2

"The St. James Assiniboia School Division board has supported multicultural education in the past and will continue to place emphasis on this important aspect of each child's education... There are enormous financial implications to many of the proposals (contained in the Green Paper which leads us to ask:) Is the need for multiculturalism, human rights and heritage language education so pressing that taxpayers be required to bear this additional financial burden."

There has been no indication from our public that further multicultural education is required, nor has there been a demand for heritage languages in this division.

GRUNTHAL PARENTS FOR GERMAN EDUCATION

"All who value the multicultural aspect of our society have keen appreciation for second language training.

WINKLER PARENTS FOR GERMAN EDUCATION

"... the success of heritage language programs depends on strong parental involvement...."

COLLEEN CUTSCHALL

"Native people require and need support wherever they may be located and where they are involved with and recipient of programs and services intended for the preservation or enhancement of culture. The problems of urban adjustment and settlement are well documented. So to ignore these needs is to continue the practice of cultural isolation of Natives, their languages and culture. Natives have the right to remain Native without the stigmatism and isolation of reserve boundaries."

PEI ING CHINESE SCHOOL

"...heritage language teachers should be recognized as "teacher" and be paid the salary of training teacher (as is the case in Ontario)."

PARENTS FOR UKRAINIAN EDUCATION - DAUPHIN

"....the advancement and expansion of heritage languages could be further encouraged by providing for access to programs by non-residents of particular school divisions which have a cultural language program."

UKRAINIAN SELF RELIANCE ASSOCIATION OF CANADA,
UKRAINIAN WOMEN'S ASSOCIATION OF CANADA
UKRAINIAN YOUTH ASSOCIATION

"The Policy for Multiculturalism should promote cultural and linguistic diversity as an important resource in interracial understanding and international relations."

SOUTH WINNIPEG PARENTS FOR GERMAN EDUCATION

"...a policy which emphasizes group development alone can be detrimental to the multicultural harmony we are striving to attain. While pride in one's own heritage and the retention of one's own language is the necessary first step, one another's desire to share cultural richness with other Manitobans is the eventual goal."

DEUTSCHKANADISHER KONGRES (MANITOBA)

"Canada in general and Manitoba in particular has benefitted greatly from immigrants past and present and we feel that money spent in helping immigrants get established, is money well invested."

SHEILA DOIG

"The inability to function in either official language is the primary systemic barrier to economic, social, legal and political integration. One cannot share culture if one cannot communicate."

PORTUGUESE ASSOCIATION OF MANITOBA

"....one must realize the need to involve the visible minority and ethnocultural communities as deliverers of that training (cross cultural training)."

MANITOBA ASSOCIATION OF BILLINGUAL EDUCATION

"Parents committees play a definite role in the success of heritage language programs. Support is needed for parents' committees that are active in sensitizing the population to the benefits of heritage languages and multiculturalism."

MURIEL SMITH

"....women are not treated differently <u>per se</u>, rather they have been subject to systemic discrimination as a result of the structure of the immigration laws. Women who enter the country as assisted relatives or as family class were/are not eligible for some services and training programs, and "sponsored" immigrants are placed in a legally binding relation of economic dependence on their sponsors, as they are not considered destined for the labour market."

WOMEN'S DIRECTORATE

"An enhanced, restructured, enriched multiculturalism policy will be cold comfort for Native women without other societal initiatives from the public and private sectors at the federal, provincial and municipal levels.

However, there is a need to build in supports and coordinate linkages that will strengthen Native women's groups and individuals. Language retention and other multicultural functions of various Departments are to be commended....suggested recommendations are acceptable."

ST. BONIFACE SCHOOL DIVISION NO. 4

"....school boards are of differing sizes with different resources and different multicultural needs. A blanket policy, provincially mandated, will not address those differences and those needs."

HARI DIMITRAKOPOULOS-ASHTON

Until more emphasis is put on human rights and cross cultural education in the schools and workplaces, other mechanisms for promoting equality will have little success.

BHUPINDER DHILLON

There is much concern about the problems immigrant professionals have in getting Canadian certification, and jobs in their professional fields.

DARCY PHILLIPS

Racism must be dealt with forcefully in a multicultural policy.

DANTE ALIGHIERI ITALIAN CULTURAL SOCIETY

"A progressive multiculturalism policy must encourage the kind of research which demystifies political participation and demonstrates clearly the aspirations of the ethnic communities."

AFRICAN ASSOCIATION OF MANITOBA

"Without economic security there can be no multiculturalism."

WESTMAN MULTICULTURAL COUNCIL

"Our ethnocultural communities west of the Prairie Perimeter are asking for recognition. Only when that happens can you provide the opportunities, provide the conditions for development, for building a just society and for providing the opportunity to reinforce new perspectives. Only then will it enhance the quality of life for all Manitobans."

CANADIAN PARENTS FOR FRENCH (BRANDON)

The major impediment to the growth of French immersion programs is the lack of transportation. The numbers needed in order to start a French immersion program dictate a centralized system, (yet there is no transportation). This is a major impediment to access and leads to elitism, as only those children whose parents can afford alternative transportation can attend French immersion schools.

CONGREGATION OF FILIPINO CATHOLIC MISSIONARIES

The Congregation of Filipino Catholic Missionaries supports the efforts towards developing a multicultural policy in Manitoba but they point out that many groups have been lobbying for years to implement many of the same things suggested in the Green Paper for Discussion; they strongly recommend that it is now time for action.

DR. ROBERT ANNIS

Dr. Annis strongly supports the establishment of ethnic chairs at Manitoba's universities.

CANADA-INDIA FRIENDSHIP ASSOCIATION

The Canada-India Friendship Association believes that education is the key to creating a truly multicultural society. They suggest that multicultural education should start early, at the preschool level.

CENTRE CULTUREL FRANCO-MANITOBAIN

"It is our hope that equality of opportunity for Manitobans will lead to a fair and harmonious society which will be founded on the acceptance and respect of our rights both as a minority and as Franco-Manitobans."

MANITOBA MULTICULTURAL RESOURCES CENTRE

"In establishing a multicultural policy for Manitoba, we must be careful not to foster a stereotyped image of the ethnocultural community. Very few of these communities are homogeneous entities. While we recognize the cultural diversity in our society, we often fail to recognize the diversity within each ethnocultural component, i.e religion, class, status, power, etc. This recognition is critical if we are to create a multicultural policy that is reflective of the contemporary multicultural reality in Manitoba."

IMMIGRANT AND REFUGEE SERVICES

"....Settlement and adjustment support is a cornerstone to nurturing strong ethnic community and self identity from which integration into a pluralistic society can happen."

FOLK ARTS COUNCIL OF WINNIPEG

"The arts are the foundation of the awareness, understanding, and acceptance of the various cultures that exist within our society."

The Folk, or more specifically, the Ethnocultural arts, play a prominent role in any society's cultural development."

PAY EQUITY BUREAU

"It is quite clear that pay equity and affirmative action measures are joint strategies which enhance and complement one another. Both are needed to address the concerns of women working in the wage sector."

SEVEN OAKS BOARD OF TRUSTEES

"Universal values of justice, equality, freedom and interdependence must be clearly stated as taking priority over preservation of those aspects of cultural heritage and diversity that may not contribute to their achievement."

RIVER EAST PARENTS FOR GERMAN EDUCATION

It is only as children gain respect for their own identity that they become capable of respecting others' identities, cultures and languages."

MR. OLI NARFSON:

The Icelandic National League supports the principles of multiculturalism but cautions against the adoption of policies that may lead to the balkanization of the ethnic communities. The League is also concerned with rural access to funding and the perceived imbalance of political strength between regional and Winnipeg groups.

INTERAGENCY GROUP ON IMMIGRANT CONCERNS

".....the ethnocommunities should be equal partners with the government in decision-making policies that affect them. Communities should be empowered to determine, to develop and implement programs that will best serve the common good."

Manitoba

Gouvernement du Manitoba

Le multiculturalisme, c'est l'affaire de tous au Manitoba : vers une mosaïque horizontale

Résumé et recommandations

Rapport du Groupe de travail du Manitoba
sur le multiculturalisme,
présenté à
Bonnie Mitchelson, ministre de la Culture,
Patrimoine et des Loisirs

Août 1988

RÉSUMÉ

La ministre de la Culture, du Patrimoine et des Loisirs a constitué en mai 1987 le Groupe de travail du Manitoba sur le multiculturalisme en vue de l'élaboration d'une politique générale sur le multiculturalisme. Le Groupe de travail a donc examiné les lois, politiques et programmes actuels du gouvernement; il a rédigé un livre vert, tenu des audiences publiques, rencontré des hauts fonctionnaires; il a également effectué une recherche exhaustive sur l'évolution du multiculturalisme au Manitoba et ailleurs au pays.

Aujourd'hui, au Canada comme au Manitoba, le multiculturalisme est entré dans les moeurs : par lui, on reconnaît la diversité culturelle et raciale de ce pays et de cette province, on reconnaît l'égalité de tous, sans distinction d'origine. Dans l'esprit du multiculturalisme, la diversité constitue une force et c'est la liberté, la compréhension, l'équité et la dignité humaine qui doivent guider la société. Le Parlement canadien vient d'adopter une loi sur le multiculturalisme. Que la législature manitobaine élabore et approuve à son tour une loi qui saura défendre le multiculturalisme, en s'inspirant des recommandations du présent rapport et en tenant compte des programmes déjà en vigueur, voilà l'une des grandes visées que poursuit le Groupe de travail dans ses propositions.

Le multiculturalisme profitera à tous les Manitobains, quelles que soient leurs origines. Chacun pourra donner alors sa pleine mesure, faire partager ses talents, ses compétences et ses valeurs culturelles; grandir et s'épanouir dans la liberté et l'entraide, tirer profit de l'expérience des autres; continuer à bâtir une société progressive et juste; et établir de meilleurs rapports culturels et économiques avec le pays d'origine de ses concitoyens grâce à une meilleure compréhension de leur culture.

Une politique d'ensemble doit nécessairement comporter non seulement une dimension culturelle, mais aussi des dimensions sociales et économiques. Le Groupe de travail propose un assez bon nombre de recommandations pour combler les lacunes existantes. En ce qui concerne le développement culturel, il faut, dans les écoles, sensibiliser davantage les

jeunes au multiculturalisme, reflet réel de notre société. Les enseignants comme les élèves ont tout intérêt à mieux comprendre la configuration culturelle de la province. Il faut promouvoir l'enseignement des langues ancestrales, non seulement en raison de l'importance que revêtent ces langues aux yeux des communautés qui les parlent, mais aussi en raison de leur importance économique. De même, on doit renforcer les programmes scolaires d'enseignement du français et de l'anglais, langues secondes, ainsi que les services généralement offerts dans ces deux langues aux nouveaux arrivants. Nos groupes ethnoculturels, surtout ceux qui sont moins structurés, doivent bénéficier d'une aide accrue; ils doivent pouvoir se doter d'une organisation efficace, faciliter l'adaptation des nouveaux venus et développer parmi leurs membres des qualités de direction et autres compétences.

Il faut entretenir les cultures au lieu de simplement les "préserver". En tant qu'organismes vivants, elles ont besoin de croître, de prospérer, de s'adapter au nouvel environnement manitobain et de progresser dans d'autres voies passionnantes sans perdre pour autant leurs valeurs fondamentales. Une politique qui entend stimuler l'essor culturel doit viser de façon toute particulière nos enfants et notre jeunesse. La société et le gouvernement doivent faire un effort spécial pour favoriser l'expression artistique sous toutes ses formes. Enfin, il faut examiner de près notre attitude à l'égard des arts au Manitoba.

Toute la question des relations interethniques est très délicate. Il faut lutter contre les préjugés et le racisme, que ce soit dans le traitement réservé aux communautés ethnoculturelles par les organismes gouvernementaux, à tous les niveaux, ou par les autres groupes. Nous devons confier aux comités chargés des relations interraciales le soin de trouver les solutions appropriées. Les médias sont parfaitement placés pour favoriser une meilleure compréhension et une plus grande tolérance entre les groupes. Les organismes gouvernementaux et les groupes pourront aussi contribuer à ce processus en soulignant les réalisations de tous, quel que soit l'âge ou l'origine des auteurs, et en présentant ces derniers sous un aspect favorable.

Le financement des activités multiculturelles demande une meilleure coordination. Avec l'établissement d'une Commission des subventions au multiculturalisme, représentative quoique totalement indépendante, nous serons assurés de distribuer l'argent aux plus démunis, dans la mesure où ceux-ci auront prouvé qu'ils le méritent. D'autre part, il faut que nos groupes ethnoculturels puissent bénéficier de subventions qui leur sont présentement interdites non pas à cause de la qualité des réalisations, mais pour des questions de statut professionnel.

Enfin, sur la scène culturelle, les ministères et organismes gouvernementaux doivent mieux cerner les problèmes qui se posent à l'extérieur de Winnipeg. Si l'on veut que le multiculturalisme soit vraiment l'affaire de tous au Manitoba, il nous faut abandonner cette mentalité exclusive qui s'arrête aux limites de la ville.

Pour bien des gens, le multiculturalisme, c'est la préservation des cultures. Une politique multiculturelle ne doit pas se limiter à une vision strictement folklorique des cultures; elle doit aussi promouvoir l'égalité économique et l'intégration sociale et politique de tous et de chacun. Ces deux optiques ne sont pas incompatibles, bien au contraire : il faut les réunir dans le cadre d'une politique globale. Les groupes ethnoculturels, et plus particulièrement les minorités visibles et les femmes, doivent avoir accès à tous les postes disponibles au sein de la fonction publique, des organismes subventionnés par l'État et des corporations de la Couronne; il faut fixer des objectifs mesurables et élaborer des calendriers pour que, d'ici dix ans, notre fonction publique soit vraiment représentative de notre société multiculturelle. Les fournisseurs et entrepreneurs gouvernementaux doivent aussi adopter des politiques de gestion du personnel qui assurent à tous les Manitobains et Manitobaines le même accès à l'emploi. Quant à la Commission des droits de la personne, elle doit prendre les devants et créer des programmes d'éducation du public, défendre le Code des droits de la personne du Manitoba et la Charte canadienne des droits et libertés et concevoir du matériel didactique de concert avec les divisions scolaires.

En ce qui concerne l'établissement et l'adaptation des nouveaux immigrants, le Manitoba possède déjà dans ce domaine l'un des meilleurs

systèmes provinciaux. Il reste encore beaucoup à faire à l'extérieur de Winnipeg; mais il faut surtout accélérer la reconnaissance des compétences de ceux qui arrivent au Manitoba avec des qualifications professionnelles données par des pays étrangers.

Nous avons besoin d'une structure administrative qui permette de lancer et d'appliquer une politique en matière de multiculturalisme et également de coordonner les efforts des différents ministères concernés. Il faut consolider le rôle du Conseil interculturel du Manitoba auprès du gouvernement et, par ailleurs, investir ce conseil d'un nouveau rôle : défendre les causes ethnoculturelles auprès du gouvernement. Nous recommandons la nomination d'un ministre délégué au multiculturalisme, qui sera le point central de la politique générale. De même, si l'on veut promouvoir le multiculturalisme au sein du gouvernement, il est indispensable de former avec les principaux ministres normalement concernés par le multiculturalisme un Comité du Cabinet chargé des affaires multiculturelles (CCAM). La Direction générale des affaires multiculturelles, qui servirait aussi de secrétariat pour le CCAM, devrait jouer auprès du ministre délégué au multiculturalisme un rôle de conseiller, mettre en oeuvre la politique dans ce domaine et en assurer la coordonnation. Par ailleurs, le gouvernement devrait nommer au bureau de l'Ombudsman un enquêteur spécial chargé des affaires ethnoculturelles, dont la tâche principale serait d'agir comme médiateur dans les conflits opposant la fonction publique aux communautés ethnoculturelles.

Enfin, le Groupe de travail recommande au gouvernement d'affirmer son adhésion à la cause du multiculturalisme en adoptant les principes qu'il lui propose et leurs fondements; le Groupe recommande aussi l'élaboration d'une politique globale fondée sur les recommandations du présent rapport et préparée en consultation avec les communautés ethnoculturelles du Manitoba.

RÉSUMÉ DES RECOMMANDATIONS

RECOMMANDATION 1

Nous recommandons au gouvernement du Manitoba d'amorcer dès que possible la mise en oeuvre, à l'échelle provinciale, d'une politique multiculturelle en matière d'éducation qui tienne compte de la riche diversité ethnique de la population, qui favorise le respect et la compréhension de toutes les cultures et qui souligne l'apport du multiculturalisme aux progrès du Manitoba dans les domaines éducatif, économique, social et culturel.

RECOMMANDATION 2

Nous recommandons au gouvernement du Manitoba de demander aux divisions scolaires d'adopter et de mettre à exécution une politique sur le multiculturalisme qui témoigne des réalisations artistiques, littéraires et culturelles de la société multiculturelle du Manitoba.

RECOMMANDATION 3

Nous recommandons aux divisions scolaires de consulter, pour élaborer leurs programmes d'études multiculturels, les personnes-ressources qualifiées dans chaque groupe ethnoculturel concerné. Nous recommandons en outre au gouvernement du Manitoba de réunir une équipe d'experts en la matière, chargée d'animer des séances d'information aux quatre coins de la province à l'intention du personnel enseignant et des membres de l'administration scolaire pour les sensibiliser aux besoins des diverses cultures. Le mieux serait de faire appel à des organismes comme le Centre de ressources Éducation-multiculture et le Centre d'information multiculturelle du Manitoba.

RECOMMANDATION 4

Nous recommandons aux facultés d'éducation, tout comme aux autres établissements de formation des maîtres, d'obliger tous les futurs enseignants à suivre un cours sur le multiculturalisme et sur l'enseignement multiculturel et de faire en sorte que ce (ou ces) cours soient effectivement offerts.

RECOMMANDATION 5

Nous recommandons d'exhorter toutes les écoles professionnelles, de même que les associations professionnelles, à concevoir et à appliquer un programme, adapté à leurs domaines de spécialisation, qui sensibilisera leurs effectifs à la nécessité d'offrir aux Manitobains et Manitobaines des services qui tiennent compte de leur identité culturelle.

RECOMMANDATION 6

Au nom du respect des cultures dans l'éducation, nous recommandons que les fêtes et les cérémonies religieuses des communautés non chrétiennes soient reconnues au même titre que celles des Chrétiens; nous préconisons que les divisions scolaires prévoient les ressources nécessaires pour faire en sorte que tous les enseignants et élèves respectent et comprennent les religions autres que la leur.

RECOMMANDATION 7

Nous recommandons au gouvernement du Manitoba de demander aux divisions scolaires, aux universités et aux collèges communautaires d'adopter une politique d'embauche qui reflète la diversité des talents et expériences propres à notre société, ainsi que la composition ethnoculturelle de la population étudiante; ils devront donc plus souvent engager plus d'administrateurs, d'enseignants et d'employés de soutien qualifiés parmi les groupes ethniques.

RECOMMANDATION 8

Nous recommandons au gouvernement du Manitoba de souscrire au programme de chaires multiculturelles mis de l'avant par le gouvernement canadien pour créer des chaires d'études ethniques dans le but d'encourager la recherche, l'enseignement et la prestation de services à la collectivité dans le domaine du multiculturalisme.

Nous recommandons en plus aux deux gouvernements d'instituer une chaire d'études autochtones à l'Université de Brandon, de songer à en fonder d'autres si nécessaire, de confier toutes les chaires à des universitaires invités, membres des communautés ethnoculturelles en question et de changer les titulaires à tour de rôle.

RECOMMANDATION 9

Nous recommandons au Conseil interculturel du Manitoba d'organiser des conférences interculturelles portant sur des sujets comme l'organisation communautaire, la condition féminine, l'éducation des enfants et les personnes âgées, pour aider les Manitobains et Manitobaines à mieux comprendre et à mieux respecter les diverses cultures qui se côtoient dans la province; nous recommandons en outre d'adopter une formule qui saura susciter l'intérêt du grand public pour ces activités.

RECOMMANDATION 10

Nous recommandons que la Loi sur les écoles publiques soit modifiée de façon à obliger les divisions scolaires à donner des cours dans une langue ancestrale au moins, dès qu'elles comptent 25 élèves manifestant un intérêt pour une langue d'origine en particulier. Les modalités de ces cours seront déterminées dans le cadre de consultations avec les parents, les groupes communautaires et les

élèves intéressés. Nous recommandons d'imputer aux divisions scolaires tous les frais de transport et les dépenses des élèves qui doivent fréquenter une autre école ou division scolaire pour recevoir une éducation dans la langue ancestrale de leur choix. Nous recommandons en outre d'offrir à tous les élèves manitobains la possibilité d'apprendre à la fois une langue d'origine et l'autre langue officielle, au lieu de les forcer à choisir l'une ou l'autre.

RECOMMANDATION 11

Nous recommandons au gouvernement provincial d'appuyer, par une aide financière et autre, les institutions qui dispensent les programmes de langue d'origine au Manitoba. Nous préconisons les mesures suivantes :

i) accroître les crédits accordés aux divisions scolaires qui offrent les programmes susmentionnés;

ii) concevoir des programmes d'études scolaires et du matériel pédagogique à l'intention des établissements où l'on enseigne les langues d'origine;

iii) obliger les facultés d'éducation et autres établissements de formation des maîtres à préparer les futurs enseignants de manière à ce qu'ils puissent répondre à la demande de cours de langues ancestrales dans les écoles;

iv) en vue de reconnaître les compétences des professeurs de langues ancestrales, effectuer une étude pour définir les critères d'acceptation et présenter des recommandations à ce sujet; et

v) délivrer aux professeurs qui obtiendront l'autorisation d'enseigner un certificat d'aptitude à l'enseignement des langues ancestrales.

RECOMMANDATION 12

Nous recommandons au gouvernement provincial d'encourager l'enseignement des langues ancestrales dans toute la province et de mettre à la disposition des groupes ethnoculturels les ressources pédagogiques dont ils ont besoin pour assurer le fonctionnement de leurs écoles de langues communautaires et offrir des cours du soir (ou de fin de semaine).

RECOMMANDATION 13

Nous recommandons aux divisions scolaires du Manitoba d'offrir à leurs enseignants, dans le cadre de programmes de perfectionnement, des cours sur l'apprentissage des langues ancestrales afin de les préparer à répondre à la demande dans les écoles.

RECOMMANDATION 14

Nous recommandons aux divisions scolaires de prévoir, en collaboration avec le ministère de l'Éducation du Manitoba, les recours que pourront utiliser les contribuables quand les divisions ne seront pas en mesure d'offrir les cours de langues ancestrales demandés.

RECOMMANDATION 15

Nous recommandons au ministre de la Culture, du Patrimoine et des Loisirs de demander au Conseil interculturel du Manitoba et à d'autres organismes-cadres régionaux, de mener auprès des communautés ethnoculturelles une étude afin d'évaluer leurs besoins en matière d'animation et d'organisation.

RECOMMANDATION 16

Nous recommandons au Conseil interculturel du Manitoba de préparer et de présenter chaque année à l'échelle de la province une série

d'ateliers portant sur les connaissances et les compétences relatives au développement organisationnel et communautaire; ces ateliers devraient être assez flexibles pour pouvoir s'adapter aux besoins particuliers de chaque groupe ethnoculturel demandant de l'aide.

RECOMMANDATION 17

Nous recommandons au Conseil des Arts du Manitoba et au Conseil interculturel du Manitoba de contribuer ensemble à l'épanouissement culturel en offrant aux groupes ethnoculturels et aux membres de ces groupes l'occasion d'exprimer leurs talents artistiques et littéraires; nous leur recommandons de saluer les créations artistiques en organisant une remise annuelle de prix spéciaux décernés par des jurys représentatifs, composés de spécialistes dans les domaines notamment de la littérature romanesque et non romanesque, de la poésie, du théâtre, de la peinture et de la sculpture.

RECOMMANDATION 18

Nous recommandons au Conseil interculturel du Manitoba de mettre sur pied et d'appuyer, en suivant les conseils des groupes communautaires et des jeunes, un certain nombre d'activités artistiques et littéraires (conférences, colloques, ateliers, échanges culturels; etc.) permettant la rencontre de différents groupes et individus, amateurs ou professionnels.

RECOMMANDATION 19

Nous recommandons au Conseil interculturel du Manitoba d'appuyer également les échanges interculturels qui permettent à un plus grand nombre de groupes culturels de se rencontrer. Mentionnons à titre d'exemples des manifestations comme la fête "Let's get acquainted" ("Faisons connaissance"), les journées, les spectacles, les expositions multiculturels et bien d'autres encore.

RECOMMANDATION 20

Nous recommandons que le gouvernement reconnaisse les manifestations interethniques comme Folklorama, le Festival du trappeur du Nord manitobain, le Festival national ukrainien, le Festival islandais et le Festival du voyageur comme étant des occasions idéales pour les Manitobains et Manitobaines de découvrir d'autres cultures; nous recommandons également de continuer à aider les organismes régionaux et les centres des zones rurales et du Nord qui organisent des manifestations comparables, à l'occasion de la Fête du Canada, de la Semaine nationale de la citoyenneté, de la Semaine multiculturelle et d'autres encore.

RECOMMANDATION 21

Nous recommandons au gouvernement du Manitoba, par l'intermédiaire de son ministère de l'Industrie, du Commerce et du Tourisme, d'accorder aux manifestations interethniques comme Folklorama, le Festival du trappeur du nord manitobain, le Festival national ukrainien, le Festival islandais et le Festival du voyageur, la même importance qu'aux manifestations plus générales; en effet, le "multiculturalisme, c'est l'affaire de tous au Manitoba".

RECOMMANDATION 22

Nous recommandons au Conseil interculturel du Manitoba et au Comité de la jeunesse ethnoculturelle du Manitoba d'encourager et de soutenir des activités qui permettent le rapprochement des enfants et des jeunes de la province, en tenant compte de leurs recommandations. Pensons par exemple à des tribunes et à des camps consacrés à des thèmes comme les droits de la personne ou la culture.

RECOMMANDATION 23

Nous recommandons d'inclure, lorsqu'il y a lieu, des jeunes représentant les différents groupes ethnoculturels et les autres groupes, au sein des conseils consultatifs sur l'éducation, les droits de la personne, le racisme et la discrimination et au sein des comités responsables des activités et programmes culturels offerts aux Manitobains et Manitobaines.

RECOMMANDATION 24

Nous recommandons à certains organismes et aux institutions qui offrent des services, comme les centres locaux de santé publique et la police, de former des comités de planification où seront représentés les membres des communautés ethnoculturelles (dont des personnes du troisième âge et des jeunes), ceci afin de favoriser la compréhension et la tolérance mutuelles et d'ouvrir la voie à des services qui tiennent compte de la réalité culturelle des bénéficiaires. Nous recommandons aussi aux écoles d'imiter cet exemple et de confier à des comités responsables des relations interraciales le soin de résoudre les questions interethniques de toute nature.

RECOMMANDATION 25

Nous recommandons au gouvernement du Manitoba d'instaurer des services de médiation par l'entremise de la Commission des droits de la personne du Manitoba en vue de résoudre les conflits et les tensions interethniques; nous recommandons aussi d'encourager les autorités locales à former des comités responsables des relations interraciales, qui joueront un rôle semblable.

RECOMMANDATION 26

Nous recommandons au gouvernement du Manitoba de coordonner l'élaboration et l'adoption, dans le domaine des arts, d'une

politique fidèle au principe du "multiculturalisme pour tous", et qui abordera les questions suivantes :

i) quelles relations entretient à l'heure actuelle le Conseil des Arts du Manitoba avec la communauté ethnoculturelle et le Conseil interculturel du Manitoba ?

ii) comment définit-on les termes "amateur", "pré-professionnel" et "professionnel" dans le domaine des arts, et sur quels critères se fondent les distinctions ?

iii) qui décide quels sont les groupes et les individus assez compétents pour mériter l'aide d'un quelconque organisme de financement artistique? Quels sont les critères de sélection ?

iv) comment les structures actuelles de financement dans le domaine artistique (organismes ou ministères) permettent-elles aux organisations de passer au stade "pré-professionnel" ?

v) les cadres des ministères et des organismes actuels de financement des arts et les porte-parole du Conseil interculturel du Manitoba se rencontrent-ils :

a) pour cerner les besoins des artistes et des organisations qui représentent les groupes ethnoculturels ?

b) pour discuter de la notion de préservation de la culture par opposition au concept d'évolution esthétique ?

vi) certains domaines artistiques (chez les groupes principaux ou ethnoculturels) seraient-ils davantage encouragés par le Conseil des Arts du Manitoba plutôt que par tout autre organisme ou ministère ?

vii) que peut-on faire pour améliorer encore les compétences des gestionnaires qui travaillent dans les organismes artistiques ?

viii) quels devraient être les rôles et responsabilités des différents échelons de gouvernement en matière de financement des arts (amateurs ou professionnels) ?

ix) comment peut-on accroître le plus efficacement possible la contribution municipale au financement des arts ?

x) les organismes artistiques des communautés ethnoculturelles reçoivent-ils des subventions suffisantes ? Ces communautés sont-elles convenablement représentées au sein des groupes de décision ?

RECOMMANDATION 27

Nous recommandons au Conseil interculturel du Manitoba d'intégrer dans son programme de relations publiques les initiatives suivantes :

i) veiller, de concert avec les organismes ethnoculturels régionaux, à transmettre aux médias les articles intéressants décrivant des réalisations individuelles, non pas pour présenter des exemples symboliques de certaines cultures, mais pour démontrer la diversité des expériences et activités que connaissent des gens de tout âge et de toute condition sociale dans nos communautés;

ii) confier à son Comité permanent des médias et des communications la tâche de surveiller tous les moyens d'information pour rester en contact avec tous les types de médias de la province; si ce Comité estime qu'un groupe ethnoculturel a été présenté de façon incorrecte, il devrait en informer tous les médias en cause, après avoir consulté le groupe visé;

iii) confier également au Comité permanent des médias et des communications la tâche d'envisager, avec les dirigeants des médias, la possibilité d'organiser des ateliers et des rencontres pour sensibiliser les agents administratifs, les journalistes et les autres employés aux préoccupations des groupes ethniques et à l'image qu'on donne de ceux-ci dans les médias;

iv) en collaboration avec le ministère de la Culture, du Patrimoine et des Loisirs, encourager et aider les groupes ethnoculturels à participer continuellement à la programmation des réseaux de communication communautaires dans toute la province;

v) de concert avec les groupes ethnoculturels et les réseaux de communication communautaires, promouvoir la couverture des programmes ethnoculturels dans les deux langues officielles, en plus de diffuser régulièrement des émissions en langues ancestrales. Le fait d'incorporer des cours de langues ancestrales dans ces programmes pourrait susciter l'intérêt et la participation de tous les Manitobains et Manitobaines;

vi) aider les communautés ethnoculturelles de toute la province à développer des ressources, et à acquérir des compétences dans le domaine de la programmation;

vii) continuer de présenter un bilan d'observation des médias au Conseil de la radiodiffusion et des télécommunications canadiennes (CRTC), et le faire annuellement.

RECOMMANDATION 28

Nous recommandons au gouvernement du Manitoba de continuer à reconnaître la réalité ethnoculturelle de la province dans ses programmes de publicité et de communication, et d'encourager toutes les entreprises privées à respecter les lignes directrices fixées à cet égard. Nous recommandons en outre au gouvernement d'imposer aux entreprises privées l'observation de ces lignes directrices comme condition préalable à la signature et au maintien des contrats de service.

RECOMMANDATION 29

Nous recommandons au gouvernement du Manitoba d'étendre et d'améliorer sa politique actuelle en matière d'attribution de contrats publicitaires aux médias ethnoculturels, en consultation avec les porte-parole intéressés, et d'obliger tous les services de communication auxquels ont recours les ministères, organismes gouvernementaux et corporations de la Couronne à mettre sur pied un programme de liaison avec les médias ethnoculturels pour permettre une meilleure intégration aux réseaux de diffusion.

RECOMMANDATION 30

Nous recommandons au ministère de l'Éducation du Manitoba d'assurer le maintien de l'enseignement des deux langues officielles tant pendant les heures de classe qu'en dehors de ces heures; de généraliser l'enseignement dans les deux langues officielles et de le mettre à la portée de tous les Manitobains et Manitobaines pour que ceux et celles qui désirent poursuivre leurs études ou travailler dans l'une des deux langues officielles, ainsi que les personnes qui ne parlent ni l'anglais ni le français, jouissent des

mêmes chances et des mêmes encouragements dans l'apprentissage de la langue officielle de leur choix.

RECOMMANDATION 31

Nous recommandons au gouvernement du Manitoba d'accroître l'aide financière qu'il accorde aux organismes communautaires et de multiplier les ressources qu'il met à leur disposition pour l'acquisition de matériel pédagogique et le perfectionnement professionnel afin que ces organismes puissent offrir ou continuer d'offrir des programmes d'enseignement de l'anglais et du français, langues secondes.

RECOMMANDATION 32

Nous recommandons que toutes les organisations, les ministères et les organismes gouvernementaux chargés d'assurer l'installation et l'intégration des nouveaux arrivants, soient tenus d'offrir des services en français et en anglais.

RECOMMANDATION 33

Nous recommandons au gouvernement du Manitoba de former un organisme de financement, la Commission des subventions au multiculturalisme, qu'il chargera de rationaliser l'aide versée aux organismes ethnoculturels et d'éviter le double emploi, en veillant à ce que les ressources soient équitablement distribuées en fonction des besoins, du mérite et des réalisations accomplies; nous recommandons au Conseil interculturel du Manitoba de confier à ladite Commission ses responsabilités en matière de financement des communautés ethnoculturelles, et donc de dissoudre le Comité de répartition des ressources communautaires. Nous recommandons de réunir au sein de cette nouvelle Commission des porte-parole des communautés ethnoculturelles, de Winnipeg et d'ailleurs, et d'inviter le Conseil interculturel du Manitoba à participer aux activités de cette Commission. Nous recommandons de plus que la

future Commission présente un rapport annuel donnant non seulement la liste des groupes bénéficiaires, mais aussi la nature des projets mis en oeuvre et l'usage fait des subventions au cours de l'année financière précédente. Nous recommandons enfin que le secrétariat de la Commission soit formé de membres du personnel du ministère de la Culture, du Patrimoine et des Loisirs.

RECOMMANDATION 34

Nous recommandons à la Société d'exploitation du jeu et des loteries d'affecter plus de ressources au multiculturalisme et d'ajouter à la liste de ses bénéficiaires des organismes d'information et de services multiculturels tels que le Centre de ressources Éducation-multiculture et le Centre d'information multiculturelle du Manitoba, de même que des organisations régionales.

RECOMMANDATION 35

Nous recommandons que tous les services offerts dans la Ville de Winnipeg soient également offerts aux associations multiculturelles se trouvant ailleurs dans la province (Brandon, Thompson, Dauphin), dans la mesure où les effectifs de ces associations sont suffisants. Nous recommandons par ailleurs que les groupes ethnoculturels se formant en dehors de ces centres urbains soient aidés financièrement et encouragés à entrer en contact avec lesdits centres et avec les groupes qui se trouvent près d'eux.

RECOMMANDATION 36

Nous recommandons que la future Commission des subventions au multiculturalisme veille à ce que les fonds soient répartis de façon juste et équitable entre les organismes installés hors de la Ville de Winnipeg. Nous recommandons par ailleurs à ladite Commission de s'assurer, avec l'aide du Conseil interculturel du

Manitoba, que tous les organismes ethnoculturels, y compris ceux qui sont établis hors de Winnipeg, sont informés dans les meilleurs délais de toutes les ressources et possibilités qui leur sont offertes.

RECOMMANDATION 37

Nous recommandons au gouvernement du Manitoba, reconnaissant que "le multiculturalisme, c'est l'affaire de tous", de poursuivre une politique équitable pour tous ses citoyens, dans quelque région que ce soit, et de donner des directives en ce sens à ses ministères et organismes de financement.

RECOMMANDATION 38

Nous recommandons au gouvernement du Manitoba et à l'Association des fonctionnaires du Manitoba d'incorporer dans leurs effectifs des membres des groupes-cibles et d'adopter des règles bien définies pour faire en sorte que les femmes membres de ces groupes soient, elles aussi, représentées au sein des comités d'action positive de la fonction publique (Conseil mixte, Comité central d'action positive et comités ministériels d'action positive).

RECOMMANDATION 39

Nous recommandons au gouvernement du Manitoba de fixer des buts et des échéances afin de parvenir à une représentation réelle de toutes les couches de la population dans la fonction publique et d'exiger des ministères qu'ils se fixent eux aussi, des buts mesurables et des délais pour que, d'ici dix ans, tous les groupes-cibles soient effectivement représentés dans toutes les catégories d'emploi.

RECOMMANDATION 40

Nous recommandons au gouvernement du Manitoba de mettre sur pied un système d'information en vue de renseigner les employés et les groupes-cibles sur les objectifs du programme d'action positive. Il importe notamment que les personnes responsables de la dotation en personnel, des promotions ou des mises à pied comprennent et appuient cette politique d'action positive.

RECOMMANDATION 41

Pour faciliter au cours de la prochaine décennie la participation totale des minorités visibles, nous recommandons au gouvernement d'aider les ministères à élaborer des plans d'action et à former leurs employés en vue de l'application de ces plans et du programme général mis en oeuvre à l'échelle du gouvernement.

RECOMMANDATION 42

Nous recommandons au gouvernement du Manitoba de déclarer catégoriquement, dans le cadre du projet de politique globale de multiculturalisme, que tous les postes au sein de la fonction publique sont ouverts à tous les Manitobains et Manitobaines; nous lui recommandons en outre d'élaborer, avec l'aide de la Commission de la Fonction publique et de tous les ministères, par l'entremise des sous-ministres, une stratégie complète qui ouvrira aux groupes-cibles plus de postes, à tous les niveaux de classification.

RECOMMANDATION 43

Nous recommandons d'exiger que toutes les corporations de la Couronne du gouvernement du Manitoba établissent un cadre de mise en oeuvre du programme d'action positive semblable à celui qui est préconisé pour les ministères dans la recommandation 39.

RECOMMANDATION 44

Nous recommandons au gouvernement du Manitoba d'obliger tous ses fournisseurs et entrepreneurs à adopter des règlements internes qui assurent l'égalité d'emploi aux groupes-cibles des programmes d'action positive. Les contrats octroyés à ces fournisseurs et entrepreneurs étant payés avec des deniers publics, nous recommandons au ministère des Services du gouvernement d'appliquer systématiquement cette politique pour les contrats de 75 000 $ et plus, et de prendre en compte l'existence et l'application de tels programmes dans le processus d'adjudication des autres contrats. Un rapport devra être produit chaque année.

RECOMMANDATION 45

Par conséquent, nous recommandons au gouvernement du Manitoba d'encourager tous les organismes privés et publics auxquels il verse des fonds à mettre en oeuvre des programmes d'action positive et de surveiller attentivement ces programmes; si les organismes ne réagissent pas dans un délai de trois ans, nous recommandons au gouvernement du Manitoba de voter une loi pour imposer l'action positive aux secteurs suivants : a) universités b) établissements de santé c) divisions scolaires d) municipalités e) tout autre organisme semi-public ou privé subventionné par la province, y compris les organisations ethnoculturelles.

RECOMMANDATION 46

Le Groupe de travail recommande donc ce qui suit :

i) Il faudrait consacrer trente (30) pour cent du budget de la Commission des droits de la personne du Manitoba à l'éducation, augmenter de trente (30) pour cent les crédits actuels de la Commission pour financer cette initiative, et augmenter le budget total de façon qu'il équivale à trente (30) pour cent du budget du ministère du Procureur général;

ii) renforcer la mission éducative de la Commission des droits de la personne;

iii) concevoir un programme éducatif sur les droits de la personne, qui sera mis en oeuvre dans toutes les écoles publiques;

iv) imposer l'éducation sur les droits de la personne en milieu industriel, notamment dans les entreprises qui embauchent en grand nombre des immigrants et des réfugiés nouvellement arrivés; et

v) les ministères appelés à rendre au public certains services devraient obliger leur personnel à suivre un cours sur les droits de l'individu qui sont entérinés dans la Charte des droits et libertés et le Code des droits de la personne du Manitoba.

RECOMMANDATION 47

Nous recommandons au ministère des Services de l'emploi et de la Sécurité économique, en collaboration avec la Commission de l'Emploi et de l'Immigration du Canada, de faire la liste de tous les conflits de compétence survenus au cours des dix dernières années et mettant en cause des néo-Manitobains ou néo-Manitobaines; nous recommandons aux ministres fédéral et provincial de mettre en place des mécanismes permettant la résolution de ces conflits à leur propre échelon de gouvernement tout en donnant priorité aux besoins des immigrants et des réfugiés.

RECOMMANDATION 48

Nous recommandons au ministre des Services de l'emploi et de la Sécurité économique de revoir, avec l'aide des ministres du Travail et de l'Éducation les compétences actuellement exigées des nouveaux arrivants qui veulent exercer une profession ou un métier quelconque dans la province. Il faudrait à cet égard examiner les critères auxquels ces personnes ont déjà satisfait dans leur ancien pays de résidence. Nous recommandons aussi d'accélérer le processus de reconnaissance des compétences pour faciliter à ces personnes la pleine participation à la société du Manitoba.

RECOMMANDATION 49

Nous recommandons au président du Conseil exécutif du Manitoba de déléguer au multiculturalisme un des ministres du gouvernement manitobain.

RECOMMANDATION 50

Nous recommandons de garder le Comité des affaires ethnoculturelles et de le rebaptiser "Comité du Cabinet chargé des affaires multiculturelles".

RECOMMANDATION 51

Nous recommandons de réunir au sein du Comité du Cabinet chargé des affaires multiculturelles le Procureur général, les ministres du Travail, des Services de l'emploi et de la Sécurité économique, de la Culture, du Patrimoine et des Loisirs, de même que les ministres délégués aux Affaires autochtones, aux Services en langue française, à la Condition féminine et à la Commission de la Fonction publique; de faire de ce Comité l'outil de coordonnation et de mise en oeuvre de la politique de ce Comité en matière de multiculturalisme; de confier la présidence de ce Comité au

ministre délégué au Multiculturalisme et de mettre à sa disposition un secrétariat composé du chef de la Direction générale des Affaires culturelles et du personnel nécessaire.

RECOMMANDATION 52

Nous recommandons l'abolition du poste de Coordonnateur des affaires multiculturelles.

RECOMMANDATION 53

Nous recommandons de constituer une Direction générale des affaires multiculturelles et de donner au directeur le même niveau hiérarchique qu'un sous-ministre. Cette direction aurait les attributions suivantes :

Généralités :

i) coordonner les travaux de recherche sur le multiculturalisme effectués à l'échelle fédérale, provinciale et internationale;

ii) mettre au point, communiquer et évaluer les programmes, la politique et les textes législatifs du gouvernement dans le domaine du multiculturalisme de manière à assurer l'épanouissement, le développement et la survie des communautés ethnoculturelles ainsi que l'égalité de statut pour les membres de ces communautés;

iii) aider le ministre délégué au multiculturalisme et le Comité du Cabinet chargé des affaires multiculturelles;

iv) aider les ministères et organismes du gouvernement, les corporations de la Couronne et les membres du secteur privé, entre autres, à abolir toute pratique

discriminatoire, à améliorer les services offerts aux groupes ethnoculturels et à offrir à ces derniers de meilleures conditions sociales et économiques;

v) veiller à ce que les initiatives et recommandations de la Direction générale reflètent les préoccupations et les besoins des communautés ethnoculturelles et de leurs membres notamment, mais pas uniquement, dans les domaines politique, social, économique et juridique;

vi) étudier, analyser et améliorer les politiques avec les objectifs suivants :

a) déceler dans les politiques, programmes et textes législatifs les lacunes qui risquent de favoriser la discrimination à l'endroit des communautés ethnoculturelles et de leurs membres;

b) analyser et suivre de près les politiques, programmes et textes législatifs actuels et suggérés pour en déterminer les répercussions possibles sur la situation des communautés ethnoculturelles et de leurs membres;

c) préparer au besoin des rapports de recherche détaillés, des exposés de position, des mémoires et des dossiers d'information;

d) travailler en collaboration avec les ministères et les organismes oeuvrant pour améliorer la condition des communautés ethnoculturelles et de leurs membres;

e) suivre et analyser les faits nouveaux survenant au Manitoba ou ailleurs susceptibles d'avoir des effets sur la situation des communautés ethnoculturelles et de leurs membres;

vii) surveiller la part des subventions distribuées aux communautés multiculturelles par la Commission des subventions au multiculturalisme.

Relations avec les gouvernements fédéral, provinciaux et territoriaux

a) préparer des stratégies et des exposés de position à la demande du ministre délégué au multiculturalisme;

b) préparer à l'intention du Ministre des exposés de position et des séances d'information pour ses réunions;

c) travailler avec les ministères et comités du gouvernement fédéral, des provinces et des territoires sur les questions relatives aux communautés ethnoculturelles et à leurs membres;

d) agir de concert avec les secrétariats, ministères ou autres organismes concernés, aux échelons fédéral, provincial et territorial, pour assurer l'uniformité de la politique fédérale;

e) préparer des exposés de position et des séances d'information pour le Premier ministre de la province.

Relations interministérielles

i) coordonner et analyser la politique du gouvernement en cas de problème touchant la condition des communautés ethnoculturelles et de leurs membres, et en rendre compte;

ii) établir des comités interministériels et travailler en étroite collaboration avec eux afin de formuler des recommandations qui assureront l'égalité pour les membres des groupes ethnoculturels du Manitoba;

iii) informer les ministères des répercussions possibles des politiques, programmes et textes législatifs touchant la condition des communautés ethnoculturelles et de leurs membres; et

iv) renseigner les différents ministères sur les préoccupations des communautés ethnoculturelles et de leurs membres.

Communications

i) concevoir et mettre en oeuvre une stratégie globale de communication pour la Direction générale;

ii) faire connaître la politique et les réactions gouvernementales au sujet de questions ayant trait à la condition des communautés ethnoculturelles ou de leurs membres;

iii) renseigner le public sur les activités de la Direction générale;

iv) répondre aux demandes de renseignements du public;

v) consulter les communautés ethnoculturelles et certains organismes compétents, dont le Conseil interculturel du Manitoba, pour des questions particulières;

vi) rédiger un bulletin trimestriel faisant état des initiatives du gouvernement dans le domaine du multiculturalisme;

vii) réunir de la documentation pour la rédaction des discours; et

viii) conjointement avec le ministre chargé du multiculturalisme, établir des relations avec les médias et en assurer la coordination.

RECOMMANDATION 54

Nous recommandons de laisser en place le Comité interministériel du personnel chargé des questions ethnoculturelles, de lui donner une composition politique conforme à celle du Comité du Cabinet chargé des affaires multiculturelles et d'en confier la présidence au chef de la Direction générale des affaires multiculturelles.

RECOMMANDATION 55

Nous recommandons de maintenir le Conseil interculturel du Manitoba (CIM) tel qu'il a été constitué par la Loi sur le Conseil interculturel du Manitoba. Il faudrait réaffirmer et renforcer le rôle de conseiller indépendant que joue à l'heure actuelle le CIM auprès du gouvernement du Manitoba. Nous recommandons à ce dernier de continuer à consulter le CIM par l'entremise du ministre de la Culture, du Patrimoine et des Loisirs (conformément à l'article 15 de la Loi), et à le rencontrer, au moins une fois l'an (paragraphe 22(2)). Nous recommandons également que le Ministre réponde de temps à autre par écrit aux questions du CIM et commente les avis donnés afin d'affermir le rôle consultatif du Conseil.

RECOMMANDATION 56

Nous recommandons au Conseil interculturel du Manitoba d'assurer la coordination des services administratifs dans les régions en collaboration avec les bureaux régionaux du ministère de la Culture, du Patrimoine et des Loisirs, de même qu'avec les organismes multiculturels concernés dans les régions.

RECOMMANDATION 57

Nous recommandons de modifier l'article 3 de la Loi sur le Conseil interculturel du Manitoba et d'investir le Conseil d'un nouveau mandat, celui de défenseur des communautés ethnoculturelles.

RECOMMANDATION 58

Nous recommandons au Conseil interculturel du Manitoba, en tant que conseiller du gouvernement et en sa qualité de futur défenseur des communautés ethnoculturelles, d'assumer les fonctions suivantes, déjà définies ailleurs dans le présent rapport et résumées ci-après :

i) déterminer les lacunes des organismes ethnoculturels sur le plan des compétences en matière d'animation et d'organisation (recommandation 15);

ii) faciliter la mise sur pied et le travail d'un jury représentatif composé de spécialistes qui décerneront des prix à des groupes ethnoculturels et à des particuliers pour leurs oeuvres artistiques et littéraires (recommandation 17);

iii) accroître l'aide accordée pour la promotion des échanges interculturels qui contribuent à rapprocher les Manitobains et Manitobaines (recommandation 19);

iv) lancer et soutenir des activités susceptibles de favoriser la rencontre des petits et des jeunes au Manitoba, comme l'organisation de camps par exemple (recommandation 22);

v) organiser des conférences interculturelles destinées à faire connaître davantage les différentes cultures de la

province et à développer encore plus chez les Manitobains et Manitobaines le sens du respect à l'égard de ces cultures (recommandation 9);

vi) veiller à transmettre aux médias les articles intéressants décrivant des réalisations individuelles, non pas pour présenter des exemples symboliques des cultures, mais pour démontrer la diversité des expériences et activités que connaissent des personnes de tout âge et de toute condition sociale dans nos communautés (recommandation 27(i));

vii) surveiller de près tous les moyens d'information de la province afin de rester en contact permanent avec eux, et informer les médias, après consultation avec les groupes visés, si on estime que certains groupes ethnoculturels ont été présentés de façon incorrecte (recommandation 27(ii));

viii) envisager, avec les dirigeants des médias, la possibilité d'organiser des ateliers et des rencontres pour sensibiliser le personnel administratif, les journalistes et les autres employés aux préoccupations des groupes ethniques et à l'image qu'on donne de ceux-ci dans les médias (recommandation 27(iii));

ix) encourager et aider les groupes ethnoculturels à participer régulièrement à la programmation de tous les réseaux communautaires de communication au Manitoba (recommandation 27(iv));

x) promouvoir la couverture des programmes ethnoculturels dans les deux langues officielles, en plus de diffuser régulièrement des émissions en langues ancestrales (recommandation 27(v));

xi) aider les communautés ethnoculturelles de toute la province à développer des ressources, et à acquérir des compétences dans le domaine de la programmation (recommandation 27(vi));

xii) continuer de rendre compte de la situation au Conseil de la radiodiffusion et des télécommunications canadiennes (CRTC), et le faire annuellement (recommandation 27(vii));

xiii) améliorer l'accès à ses services et à ses ressources pour les organisations multiculturelles établies dans les régions rurales et dans le Nord du Manitoba (recommandation 35);

xiv) tenir les organisations ethnoculturelles, y compris celles des régions rurales et du Nord du Manitoba, informées des ressources disponibles et des possibilités qui sont offertes (recommandation 36);

xv) assurer la coordination des services administratifs dans les régions par l'intermédiaire des bureaux régionaux du ministère de la Culture, du Patrimoine et des Loisirs (recommandation 56);

xvi) donner au Comité du Cabinet chargé des affaires multiculturelles les renseignements dont il a besoin pour effectuer des évaluations et prendre des décisions;

xvii) organiser et offrir chaque année à l'échelle de la province un certain nombre d'ateliers portant sur les connaissances et les compétences en matière d'organisation et de développement communautaires (recommandation 16); et

xviii) lancer et soutenir des activités artistiques et littéraires qui permettent à des personnes et groupes d'origines différentes de se rencontrer (recommandation 18, page __).

RECOMMANDATION 59

Nous recommandons au ministre délégué au multiculturalisme de passer en revue les descriptions de postes et les attributions du président, des membres du comité exécutif et du secrétaire général du Conseil interculturel du Manitoba et de clarifier les rapports entre ces différents postes afin de renforcer les postes du président et des membres du comité exécutif.

RECOMMANDATION 60

Nous recommandons au gouvernement de procéder chaque année à une vérification externe détaillée du CIM. Le rapport du vérificateur devra être mis à la disposition de tous les membres du Conseil.

RECOMMANDATION 61

En ce qui concerne la dotation en personnel au sein du gouvernement du Manitoba, nous recommandons à la Commission de la Fonction publique de reconnaître les compétences additionnelles des candidats qui parlent plus d'une langue, ces derniers étant en mesure de servir un plus grand nombre de Manitobains et de Manitobaines.

RECOMMANDATION 62

Nous recommandons au gouvernement du Manitoba de faire l'inventaire des ressources linguistiques de la fonction publique dans le but de créer et de maintenir une banque linguistique à l'intention des ministères, organismes gouvernementaux et corporations de la Couronne, des groupes externes, des entreprises et des particuliers.

RECOMMANDATION 63

Nous recommandons à l'Assemblée législative du Manitoba d'accorder des ressources supplémentaires au bureau de l'Ombudsman pour lui permettre de nommer un enquêteur spécial chargé des affaires ethnoculturelles qui, en tant que principal agent de liaison avec les communautés ethnoculturelles, veillera à ce que ces communautés soient traitées de façon équitable par les fonctionnaires; il devra par ailleurs rester en contact avec le chef de la Direction générale des affaires multiculturelles.

RECOMMANDATION 64

Nous recommandons au gouvernement du Manitoba de former dès que possible, un groupe de travail chargé d'envisager l'adoption d'une loi provinciale sur le multiculturalisme, qui sera le fondement législatif d'une future politique multiculturelle.

RECOMMANDATION 65

Nous recommandons au gouvernement du Manitoba d'instaurer et de mettre en oeuvre une politique de multiculturalisme qui l'obligera à faire en sorte que ses services respectent les communautés auxquelles ils sont destinés.

RECOMMANDATION 66

Quelle que soit la politique adoptée, nous recommandons au gouvernement de mener régulièrement des recherches sur les questions et les problèmes ayant trait au multiculturalisme, et de créer et de mettre à jour une base de données accessible.

RECOMMANDATION 67

Nous recommandons au gouvernement du Manitoba d'effectuer tous les cinq ans une étude objective de la situation générale du multiculturalisme dans la province.

RECOMMANDATION 68

Nous recommandons au gouvernement actuel du Manitoba et à ceux qui lui succéderont d'affirmer leur engagement à l'égard du multiculturalisme en acceptant ses principes de base, ses hypothèses et ses fondements. Nous recommandons au gouvernement actuel de s'inspirer des présentes recommandations afin de concevoir une politique générale de multiculturalisme pour les années 90 et au-delà. Enfin, nous lui recommandons de continuer à consulter dans l'avenir les groupes ethnoculturels, qui forment une partie importante de cette province, quand viendra le temps de concevoir de nouvelles initiatives.